

Education Track

| | Competency | Resources | Measure of Success |
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| Novice/ Advanced Beginner | <ol style="list-style-type: none"> 1. Gain teaching experience in the following roles: <ol style="list-style-type: none"> a. Instructor b. Presenter c. Trainer 2. Participates in Unit activities. 3. Demonstrate basic skills with word processing: <ol style="list-style-type: none"> a. Open documents b. Locate and access information 4. Access information using the Internet: <ol style="list-style-type: none"> a. Difference between Internet and Intranet | <ol style="list-style-type: none"> a. Partner with the Education Department b. Conference attendance c. Take a course or class related to a specialty <p>Unit Based Council (UBC), Shared Governance Committee, Continuous Improvement Committee, Service Excellence committee.</p> <ol style="list-style-type: none"> a. Basic computer skills class b. MyTalent Resources for basic computer skills a. Basic computer skills class | <ol style="list-style-type: none"> a. Become an instructor for an applicable course, such as, mock code blue b. Provide a formal in-service presentation on conference content to staff. c. Provide a formal in-service to staff, i.e.: become a PPE trainer/validator <p>Attends required number of unit meetings.</p> <ol style="list-style-type: none"> a. Demonstrates knowledge of basic Microsoft Office tools. b. Demonstrates knowledge of basic MyTalent navigation a. Appropriately access websites, both external and internal in compliance with policy. |

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| | <p>b. Access nursing resource information</p> <p>5. Member of a Hospital Committee</p> <p>6. NCAP Level III</p> <p>7. Masters library research skills.</p> | <p>b. MyTalent Resources for basic computer skills</p> <p>Examples of hospital committees:</p> <ul style="list-style-type: none"> • Professional Practice Council • Quality and Patient Safety Council • Professional Development and Recognition Council • Education Council • Nurse Staffing Committee • Shared Governance Council • Nursing Peer Review Committee • Evidence Based Practice and Research Council • Clinical Informatics Council <p>Complete selected activities in NCAP Criteria Grid NCAP Link: https://mytexashealth.texashealth.org/Clinical/TeamResources/NRC/NCAP/Pages/default.aspx</p> <p>Entity support for education. (Classes offered by THR libraries.)</p> | <p>b. Able to access PolicyConnect and Clinical Skills to find specific policies and skills</p> <p>a. Attend required number of hospital committee meetings.</p> <p>b. Lead a Task Group or Project</p> <p>Successful completion of portfolio with advancement to NCAP Level III</p> <p>a. Certificate of attendance at THR library skills training.</p> <p>b. Conducts a systematic search for literature</p> |

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| | | | relevant to a specific clinical problem and tabulates results of the search. |
| Competent/Proficient | <p>1. Gain advanced teaching experience in the following roles;</p> <p>a. Preceptor</p> <p>b. Debriefers</p> <p>c. Mentor</p> <p>2. Charge Nurse</p> <p>3. Develop and deliver presentations using PowerPoint</p> <p>4. Access and opens documents in SharePoint</p> <p>5. Unit Based Council (UBC) Chair/Co-Chair</p> | <p>a. Collaborate with unit manager and the THRU Education Department</p> <p>b. Collaborate with Versant Manager and the THRU Education Department</p> <p>c. Collaborate with Versant Manager and the THRU Education Department</p> <p>Attends Charge Nurse classes; completes MyTalent modules as assigned</p> <p>PowerPoint, internet, or other tools</p> <p>On-line training</p> <p>Entity specific UBC Chair/Co-Chair training</p> | <p>a. Become a preceptor for new hires and/or students</p> <p>b. Debriefers for a residency cohort; follow guidelines and lead group discussions.</p> <p>c. Assigned to a RN resident for a 1-year commitment as a mentor.</p> <p>Serves as Charge Nurse</p> <p>Provide a PowerPoint presentation.</p> <p>Uses THR SharePoint site for access to information.</p> <p>a. Participation in Entity Shared Governance Council as unit representative; serves as UBC Chair/Co-Chair</p> <p>b. Partners with unit leadership to create UBC goals</p> |

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| | <p>c. Uses standardized templates and loads agenda, minutes and handouts to SharePoint</p> <p>6. Creates and manages various computer applications:</p> <ol style="list-style-type: none"> Create documents Save documents Navigate through existing documents Copy, paste, move information | On-line training | Creates and manages Word and Excel documents |
| | 7. NCAP Level IV | <p>Complete selected activities in NCAP Criteria Grid</p> <p>NCAP Link: https://mytexashealth.texashealth.org/Clinical/TeamResources/NRC/NCAP/Pages/default.aspx </p> | <ol style="list-style-type: none"> Obtain Specialty certification Successful completion of portfolio with Advancement to NCAP Level IV |
| | 8. Subject Matter Expert (SME) for Unit (CareConnect SuperUser/HRO Coach, Magnet, etc.) | Entity specific team | Attends all SME meetings and presents information on unit; SME for unit |
| | 9. Obtain Nursing Certification | <ol style="list-style-type: none"> Appropriate certifying body <p>Links: AONE & ANCC http://www.aone.org/initiatives/certification.shtml https://www.nursingworld.org/our-certifications/?utm_sou </p> | Receive nursing certification |

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| | 10. Completion of BSN | <p>rce=PPC&utm_medium=Google&utm_campaign=ANCCGenCert&gclid=CjwKCAjwsdfZBRAkEiwAh2z65vAaHTl0yDT3JOTpOB7NnY2rVal7p0LEUhtTUZQ9JxSj06jcGxK_bBoCbp8QAvD_BwE</p> <p>b. Success Pays through the ANCC</p> <p>Specialty Certification Link: https://mytexashealth.texashealth.org/Clinical/TeamResources/NRC/Pages/Nursing-Specialty-Certification.aspx</p> <p>a. THR approved institution of higher learning</p> <p>b. Tuition Reimbursement from THR – MyTHR.org</p> | Graduation from an accredited university with an advanced degree. |
| Expert | 1. Completion of MSN | <p>a. THR approved institution of higher learning</p> <p>b. Tuition Reimbursement from THR – MyTHR.org</p> | Graduation from an accredited university with an advanced degree. |
| | 2. Serve as Subject Matter Expert (SME) for Residency/Internship programs. | THRU; Entity Education department | Teach nursing specialty classes for graduate residency program, internship. |

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| | 3. NCAP Level IV-VI | Complete selected activities in NCAP Criteria Grid NCAP Link: https://mytexashealth.texashealth.org/Clinical/TeamResources/NRC/NCAP/Pages/default.aspx | Successful completion of portfolio with Advancement to appropriate NCAP levels. |
| | 4. Creates and manages documents and libraries within SharePoint: a. Creates and organizes documents b. Pushes information out to staff | a. Training classes and other available resources b. THR SharePoint class | a. Administrator or contributor rights to at least 1 SharePoint site b. Provides staff in-services on use of reference sites |
| | 5. Facilitating Communications: a. Facilitate interdisciplinary communication via EHR including providers, pharmacy, and other clinicians b. Facilitate Patient, Family and Caregiver Education 6. Participates and contributes in ongoing development, optimization, and training of Electronic Health Record (EHR): Participates in Clinical Workgroups | a. Nurse Leader Training b. My Talent Training Courses c. THRU Leadership and Development Consultant | Facilitates interdisciplinary communication |

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| | <ul style="list-style-type: none"> a. Makes recommendations for best practices b. Ensures correct workflows use | <ul style="list-style-type: none"> a. MyTalent Training Courses b. Unit training | <ul style="list-style-type: none"> a. Acts as unit SME b. Participates or is a member of a clinical workgroup for EHR optimization. |