***Frontline or Administrative Nursing Leader***

*This category recognizes a front line or administrative nursing leader and includes nursing supervisors, clinical leaders, informal/project leaders (infection control, onboarding), or functional leaders (leaders without direct reports).*

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| Criteria Heading | Frontline or Administrative Nursing Leader |
| Leadership |  |
| Advocacy |  |
| Communication And Collaboration |  |
| Ethical Practice |  |
| Professionalism | * Maintains knowledge of current nursing practice and roles and functions of patient care team members. Supports development opportunities for professional and interprofessional activities. * Promotes patient care standards as indicated through regulatory and legal guidelines and professional nursing literature. Participates in legislative process concerning health care. * Manage financial resources; analyze financial statements/budgets. * EBP/QI outcome measurement interprets information from research, utilizes research for establishment of standards, practices, and patient care models. Participates in quality improvement projects with knowledge of systems assessment, data interpretation, target outcomes, benchmarks, and ongoing improvement. * Information management: Recognize the utility of nursing involvement in the planning, design, choice and implementation of information systems in the practice environment. |

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| **Medical Surgical Nursing** | | **Score** |
| Criterion #1:  **Leadership:**   * Designs innovative ways to promote improved patient outcomes, effective throughputs, and care efficiency (i.e. Establishing practice committees, consistent Tier 1 or 2 Press Ganey result or similar leader rating). * Strategic thinker with ability to lead with integrity. * Demonstrates knowledge of fiscal responsibility. * Ability to apply change theory when leading quality improvement initiatives/projects and evaluating outcomes (ie. Quality dashboard, Open for Business, Lean-sigma advocate). * Demonstrates active engagement in the areas of workforce planning, staff recruitment and retention activities, overseeing training (i.e. ability to grow leaders and is known to be an industry leader in mentoring up and coming nurse leaders.) | | 0 |
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| 5 |
| Criterion #2:  ***Advocacy:***   * Demonstrates ability to implement policies that promotes diversity, equity, inclusion. * Advocates for the “voice of nurses” at the table and creates equal opportunity for all to voice out opinion and thoughts on matters that directly affects clinical operation and staff development. * Champions safe staffing ratios and promoting a safe working environment. Includes meeting the care needs of the patients, the quality of care provided, and protecting patient rights. * Advocates for the nursing profession and professional certifications, specialty and or memberships. * Advocates for environments that support self-care, personal health, and well-being. | | 0 |
| 1 |
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| Criterion #3:  ***Communication and Collaboration:***   * Demonstrates ability to work with multigenerational workforce using a variety of communication techniques (effective verbal and written communication). * Creates a culture of “safe zone” and promotes dignified conversation between and among healthcare teams and included staff in decision-making process. * Ability to work effectively with diverse professionals and stakeholders to enhance patient care (ie. Supports interprofessional grand rounds, informal learning opportunities, implementation of evidence-based practices) * Navigates interdisciplinary relationships and contribute to a cohesive healthcare environment that prioritizes safe delivery of care and improved patient outcome. * Supports meaningful academic experience for students and other novice practitioners (i.e. supports teaching instruction in the area and supports school and other higher education institution partnership. | | 0 |
| 1 |
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| Criterion #4:  **Ethical Practice:**   * Demonstrates integrity, transparency, and fairness in decision-making process (i.e. shares relevant information and acts in accordance with ANA Code of Conduct. * Creates a culture of trust and a promoter of inclusive practices in healthcare. * Models ethical behaviors in clinical practice and in staff development. * Works to resolve ethical dilemmas together with multidisciplinary team. * Demonstrate empathy and concern for others while ensuring organizational goals and objectives are being met. | | 0 |
| 1 |
| 2 |
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| Criterion #5:  ***Professionalism:***  Strives for excellence in their nursing practice through:   * Maintains knowledge of current nursing practice and roles and functions of patient care team members. Supports development opportunities for professional and interprofessional activities. * Promotes patient care standards as indicated through regulatory and legal guidelines and professional nursing literature. Participates in legislative process concerning health care. * Manage financial resources; analyze financial statements/budgets. * EBP/QI outcome measurement interprets information from research, utilizes research for establishment of standards, practices, and patient care models. Participates in quality improvement projects with knowledge of systems assessment, data interpretation, target outcomes, benchmarks, and ongoing improvement. * Information management: Recognize the utility of nursing involvement in the planning, design, choice and implementation of information systems in the practice environment. | | 0 |
| 1 |
| 2 |
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| Final Score Out of 25 | |  |
| **Points** | **Exemplars** | |
|  | **Frontline or Administrative Nursing Leader Category please go through and score each section and follow the rubric below for scoring.** | |
| 0 | Nomination provided no information on this criterion | |
| 1 | Nomination describes at least one of these behaviors. | |
| 2 | Nomination describes at least two of these behaviors. | |
| 3 | Nomination describes at least three of these behaviors | |
| 4 | Nomination describes at least four of these behaviors | |
| 5 | Nomination describes at least five of these behaviors | |

For NH Magazine demonstrations:

Nominator must demonstrate how nominee meets each criteria, providing specific examples.