**Senior Nurse Leader**

*This category recognizes a senior nursing leader and includes nursing directors, vice presidents, or chief nursing officers.*

|  |  |
| --- | --- |
| **Senior Nurse Leader** | **Score** |
| Criterion #1: **Leadership:*** Leads in organizational planning: Participates in strategic planning: leads SWOT and/or gap analyses. Identifies strategic directions. Establishes common vision and goals.
* Leads in maintaining a safe practice environment that promotes accountability for care outcomes. Evaluates effect of legal and regulatory policies on nursing practice and healthcare outcomes. Supports evidence-based practice. Supports workplace safety by identifying and eliminating sexual harassment, workplace violence, and verbal or physical abuse. Promotes safety in reporting. Fosters strategies that promote a culture of civility across a variety of settings.
* Leads and manages change: Applies system thinking, recognizing the impact of nursing decisions on other systems in the organization. Monitors clinical activities to identify risks. Applies change theory when leading quality improvement initiatives/projects and evaluating outcomes.
* Leads people: Participates in workforce planning, such as recruitment and retention activities, hiring, onboarding, evaluating staff, and overseeing training. Confronts inappropriate behaviors and attitudes. Rewards and/or recognizes exemplary performance. Identifies staff with leadership potential and supports their professional development. Supports staff through challenging events. Resolves and manages conflict. Integrates divergent viewpoints. Serves as a mentor for others. Models interdisciplinary collaboration.
* Leads self: demonstrates accountability for actions, seeks feedback, and responds effectively. Manages priorities effectively. Is open to new ideas or perspectives. Promotes self-care through work-life balance. Demonstrates responsibility, self-awareness, and/or self-motivation.
 | 0 |
| 1 |
| 2 |
| 3 |
| 4 |
| 5 |
| Criterion #2: ***Advocacy:*** * Advocates for policies and practices that advance diversity, equity, inclusion, and social justice and establishes indicators of progress toward cultural competency. Defines cultural competency and permeates principles throughout the organization.
* Advocates for nursing’s professional responsibility for ensuring optimal care outcomes. Promotes the use of documented best practices. Promotes nursing input into organizational decisions such as committee meetings, surveys, and others.
* Advocates for safe staffing ratios. 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 or memberships.
* Advocates for environments that support self-care, personal health, and well-being.
 | 0 |
| 1 |
| 2 |
| 3 |
| 4 |
| 5 |
| Criterion #3:***Communication and Collaboration:**** Facilitates communication that promotes a participatory approach. Engages staff and others in decision-making; promotes decisions that are patient-centered, provides an environment conducive to opinion-sharing. Facilitates dispute resolution between nurses and other members of the healthcare team.
* Builds strong teams. Builds and manages trusting, collaborative relationships with staff, peers, other disciplines, ancillary services, clinicians, vendors, community leaders, legislators, and/or nursing educational programs.
* Community collaboration: Represents the organization in the community. Provides consultation to the community and business leaders about nursing and healthcare. Is a board member for community or professional organization.
* Interprofessional collaboration to develop patient care protocols, policy and procedures, and other patient care needs. Competence in conflict management
* Academic relationships: Collaborates with schools of nursing to provide safe learning environments for students and patients, coordinating resources to maintain quality care. Evaluate nursing program involvement.
 | 0 |
| 1 |
| 2 |
| 3 |
| 4 |
| 5 |
| Criterion #4: **Ethical Practice:*** Maintains clinical practice knowledge through certification and/or continuing education.
* Creates a culture of ethical standards for self and others.
* Applies an ethical framework to analyze current policies and practices.
* Works to resolve ethical dilemmas. Suggests solutions when unethical behaviors are observed.
* Demonstrate empathy and concern for others while ensuring organizational goals and objectives are being met.
 | 0 |
| 1 |
| 2 |
| 3 |
| 4 |
| 5 |
| 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. Disseminates research findings to patient care team members, participates in studies that provide outcome measurements, allocates nursing resources based on measurement of patient acuity/care needed. Participates in quality improvement projects with knowledge of systems assessment, data interpretation, target outcomes, benchmarks, and ongoing improvement.
* Information management: evaluates technology systems used in the healthcare site. Demonstrates awareness of societal and technological trends, issues and new developments as they apply to nursing. Demonstrates proficient awareness of cyber security. Recognize the utility of nursing involvement in the planning, design, choice and implementation of information systems in the practice environment.
 | 0 |
| 1 |
| 2 |
| 3 |
| 4 |
| 5 |
| Final Score Out of 25 |  |
| **Points** | **Exemplars** |
|  | **Senior Nurse 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.