**Hospice-Palliative Care**

*This category recognizes a nurse working in hospice-palliative care, and includes nurses working in hospice, skilled nursing/rehabilitation, assisted living, intermediate care, palliative care, or dementia/memory care.*

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| **Hospice Palliative Care Nursing** | | **Score** |
| Criterion #1:  **Leadership:**   * Acknowledged as a champion of the hospice and palliative care nursing specialty area. Serves as a role model. * Provides a positive influence through motivating or leading others in organization at all levels. * Promotes wellness among staff, implements evidence-based practice recruitment and retention initiatives. * Utilizes change management tools to improve practice standards. * Participates in departmental or organizational committees. | | 0 |
| 1 |
| 2 |
| 3 |
| 4 |
| 5 |
| Criterion #2:  ***Advocacy:***   * Provides interventions to promote autonomy, empowerment and self-efficacy in clients and families late-in-life and at end-of-life. * Advocates for a safe environment for the client, self, and co-workers. * Consistently takes measures to empower and promote self-efficacy among health care team members and clients. * Promotes research and or scholarly activities for improving patient care and evidence-based nursing practice. * Volunteers or works with Community Programs or events that promote health and/or well-being. Participates in legislative and /or political arenas to improve health policy. | | 0 |
| 1 |
| 2 |
| 3 |
| 4 |
| 5 |
| Criterion #3:  ***Communication and Collaboration:***   * Facilitates open communication and psychological safety amongst staff. Creates a high reliability culture of safety. * Involved in the development of innovative personnel/organizational policies to respond to the demands of these challenging specialties. * Seeks and maintains a culture of collaboration with client, family/support system and interdisciplinary team. * Facilitates coordination of care across all health care settings, providers, facilities, community, and agencies. * Consistently takes the lead in facilitating client meetings involving difficult conversations around prognosis. | | 0 |
| 1 |
| 2 |
| 3 |
| 4 |
| 5 |
| Criterion #4:  **Ethical Practice:**   * Practices utilizing hospice and palliative nursing care scope and standards of care, as well as the ANA Code of Ethics. * Engages in fiscally responsible practice, makes decisions balancing needs and resources to minimize negative impact on client/organization. * Models accountability and integrity consistently leads the care team in delivery of exceptional care of the hospice/palliative care client. * Demonstrates cultural competence/Diversity Equity Inclusion and Belonging in the care of patients. * Ensures patients decisions are carried out through end-of-life decision making tools including advance directives or living will. | | 0 |
| 1 |
| 2 |
| 3 |
| 4 |
| 5 |
| Criterion #5:  ***Professionalism:***  *Strives for excellence in their nursing practice through:*   * Obtains or maintains specialty certification in related field. * Possesses skills, knowledge and attitudes that exemplifies expert care of the physical, psychological, spiritual, and emotional needs of the client. * Participates in activities to teach, mentor, and coach co-workers (e.g.: orientation) to promote evidenced based practice and quality care for clients. * Models accountability and integrity consistently leads the care team in delivery of exceptional care of the hospice/palliative care client. * Actively participates in regional or national specialty groups to present/adopt innovations or quality improvements in the care of hospice/palliative care clients. Exhibits active membership in professional organizations; serve in a volunteer capacity within one of these organizations. | | 0 |
| 1 |
| 2 |
| 3 |
| 4 |
| 5 |
| Final Score Out of 25 | |  |
| **Points** | **Exemplars** | |
|  | **Hospice Palliative Care Nursing 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.