

# MSS Nursing Pathway to Excellence

## 1<sup>st</sup> Year

- Hospital & MSS Orientation
- Unit-Specific Skills, Compliances, & Orientation
- NM/ANM Check-Ins (30-60-90-180-365 days)
- 6-Month Evaluation
- Attend Staff Meetings
- Nurse Residency EBP or QI Project
- Complete Nurse Residency Program!

## 2<sup>nd</sup> Year

- 1-Year Evaluation
- Join a Professional Organization
- 1:1 Meeting with NPL to Discuss Certification & Professional Recognition Program (PRP)
- Attend Staff Meetings
- Attend a Unit Council Meeting
- Attend a Departmental Shared Governance Meeting

## Experienced RN Specialty Tracks

### EDUCATION

- Influencing Change Workshop
- Preceptor Workshop
- Precept Undergraduate Student
- Precept New Staff
- Serve as Resource Nurse
- Teach unit-based class(es)
- Become a CPR instructor
- Become a CPI Instructor
- Present at a Staff Meeting
- Teach Station at Annual Comps
- 1:1 with MSS NPL
- Attend a Conference
- PRP

### QUALITY & SAFETY

- Influencing Change Workshop
- Committee Member + [Co]-Chair
- Lead Unit-Based QI and/or EBP Project
- Active Surveillance, Auditing, Education on Unit
- Present at a Staff Meeting
- EBP Internship
- Research Internship
- Attend Nursing Quality Forum
- 1:1 with MSS NPL
- Attend a Conference
- PRP

### LEADERSHIP

- Influencing Change Workshop
- Staff Nurse Leadership Workshop
- Charge Nurse Workshop
- Mentor New Staff
- Lead Shift Huddles
- Committee Member + [Co]-Chair
- Unit Scheduling Committee
- Unit Council Member
- 1:1 With Nursing Director
- Attend a Conference
- PRP

### CLINICAL EXPERT

- Gain specialty skills
- Attend monthly MSS Education Series
- Attend a Conference
- Pick up shifts in other MSS units
- Join CRU Team 4 (Med Surg Float Pool)
- Shadow in an ICU