



# DISCLOSURES

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## **Presenters:**

Gisso Oreo, MSN, RN-BC, Caritas Coach®

## **Learning Outcomes:**

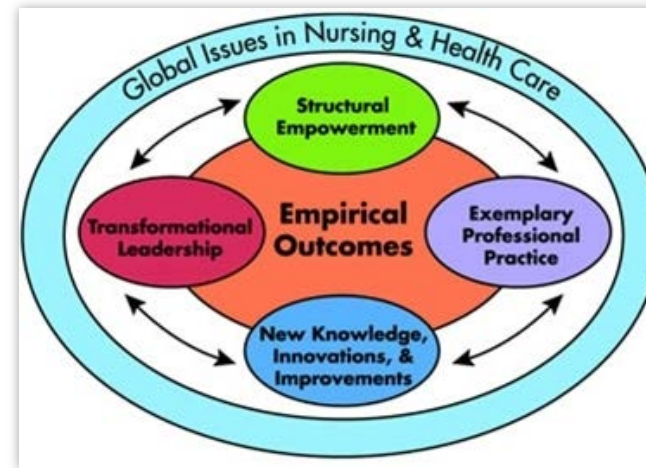
- ▶ Understand the promotion process and requirements
- ▶ Identify the barriers related to portfolio development and exemplar writing
- ▶ Understand the use of Reflective journaling as a means to write an exemplar
- ▶ Explore creation of a healing space for portfolio development in the classroom and drop-in lounge settings

## **Disclosures:**

- ✓ No Presence of conflict of interest
- ✓ No Commercial Support
- ✓ No Sponsorship



# Nursing Theories and Concepts



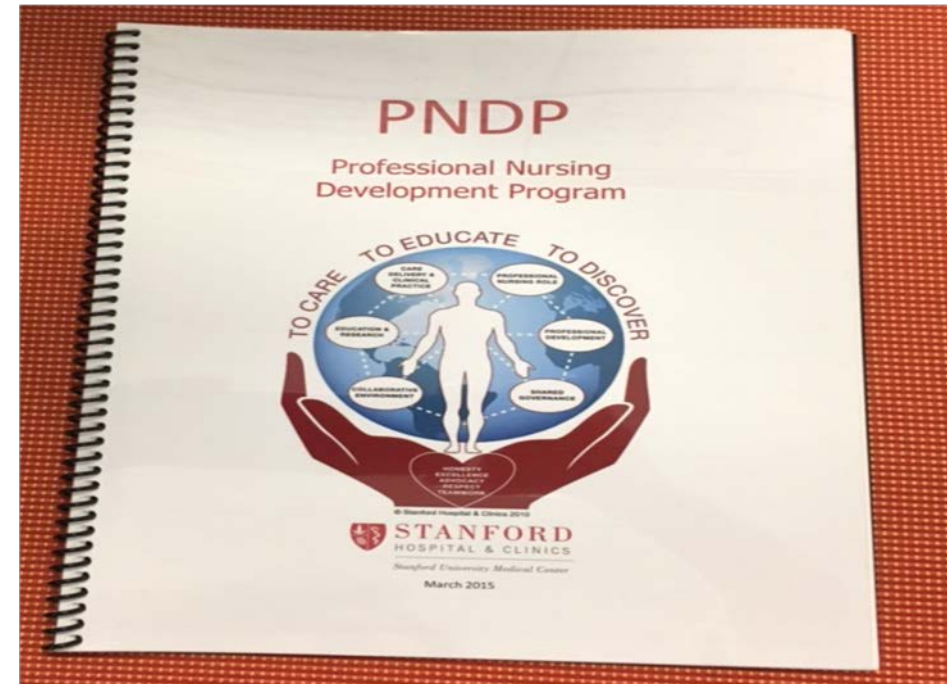
**Stanford**  
HEALTH CARE  
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# PNDP Components Summary: Promotion to Clinical Nurse III or IV

- ▶ Checklist; manager worksheet
- ▶ Cover Sheet; applicant checklist
- ▶ Letter of Intent
- ▶ Resume
- ▶ ACE tool; completed by manager and signed by both (Assessment of Clinical Expertise)
- ▶ **Written Exemplars; based on Benner (2-3)**
- ▶ **Professional Activities Category A-J (30-45 points)**
- ▶ Contact Hours (23-27 annually)
- ▶ Verification forms from manager
- ▶ References (4); managers, peers, interprofessional colleagues
- ▶ **Panel interview for initial promotion**

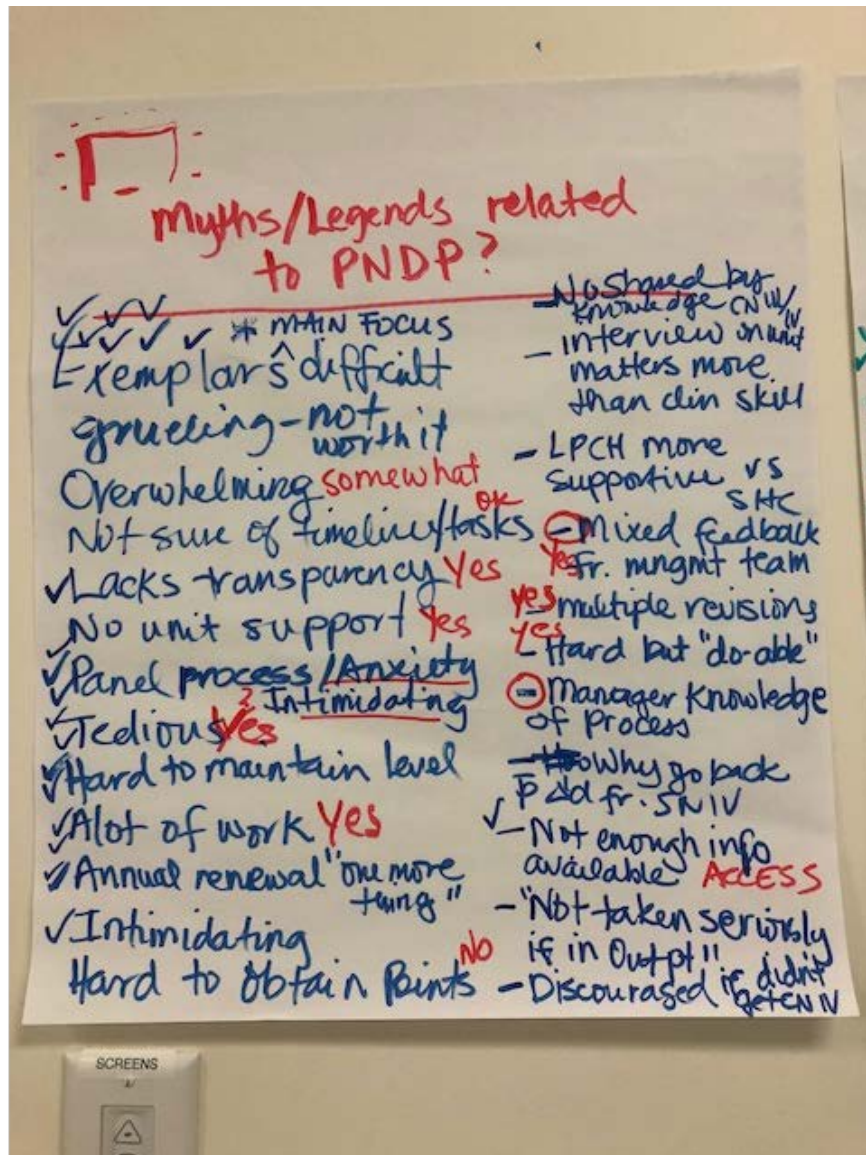
## THE HANDBOOK!



## The 5 Levels of Skills Acquisition

Benner	PNDP Equivalent	APP Equivalent	Example
Novice (1)	None	None	A student nurse; learns rules, but can't adjust to change in condition. Context-free rules-can't see the big picture; task oriented
Advanced Beginner (2)	CN I	APP I	A new graduate; learn to apply rules to different situations, learning pt population, tasks, priority setting. Still task oriented, needs help connecting task with clinical reasoning. Min capacity w/ changing situations
Competent (3)	CN II	APP I	<b>Most nurses at SHC, (2-3yrs)</b> ; increased understanding of clinical situations. Aware of normal course, and expected complications, knows tasks, sets goals/plan of care based on pt readiness
Proficient	CN III	APP II	Increased perceptual acuity; <b>Hallmark of this stage; self-reflection, self-correction.</b> Alter POC to meet pt needs, better idea of whole picture; still need to think about what to do
Expert	CN IV	APP III	Perform under pressure; see what is <b>Salient</b> : see through confusion and get to the point; stands out among peers, 'go with the flow', gut feeling, hunches...act upon them. Goal oriented

# Barriers to Promotion



- ▶ Exemplars are difficult; I don't know how to write
- ▶ Too much focus on exemplars
- ▶ I don't work in an area that I can write about; only for inpatient units
- ▶ It's overwhelming, a lot of work, not worth it
- ▶ Panel process is intimidating, have anxiety
- ▶ I won't pass, the panel is tough, they don't know me



love your lounge lamp and the music

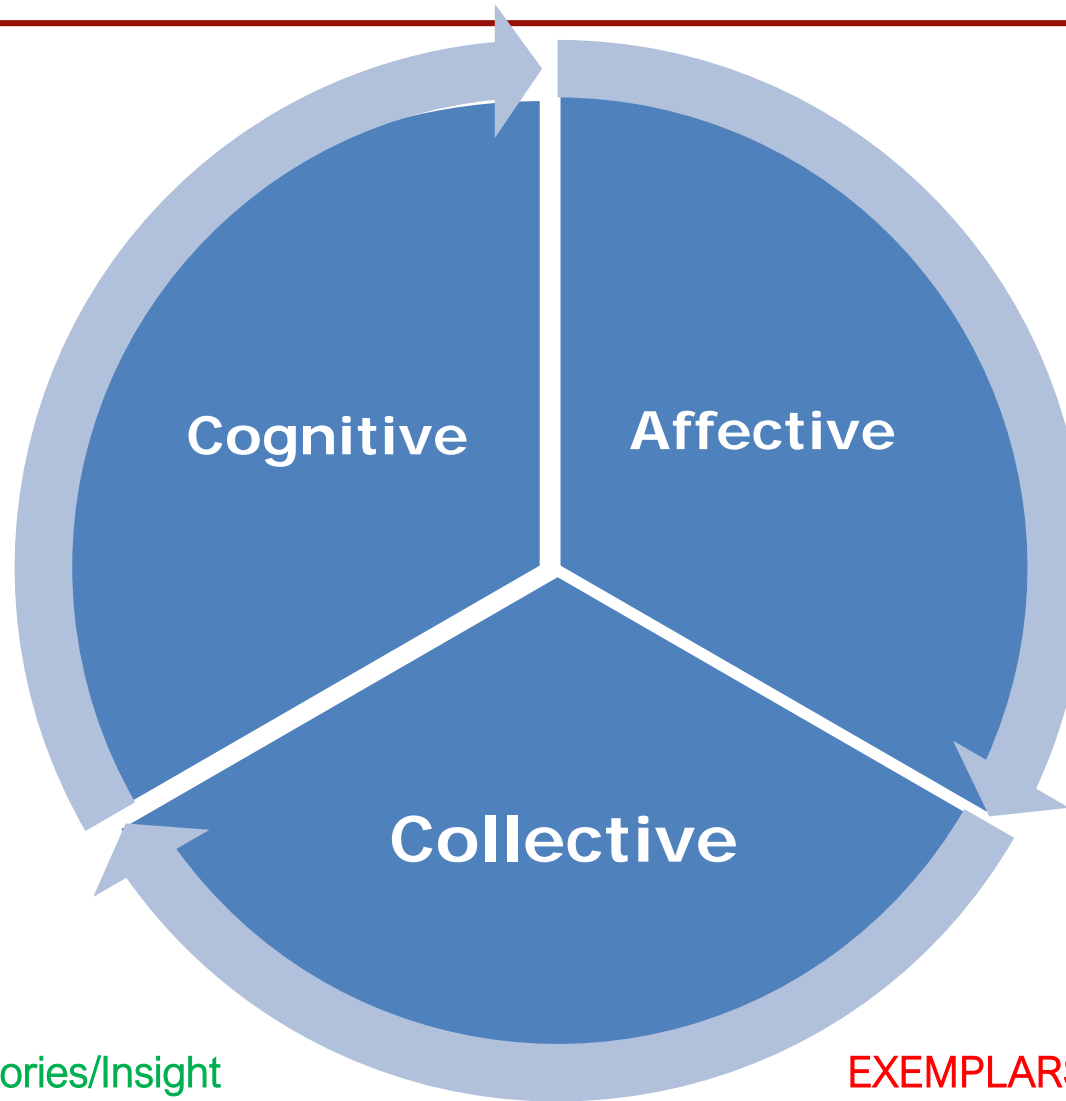


'You've made it so calm and peaceful in here, thank you'

# Levels of Reflection

- Rational
- Science
- Theory
- Descriptive

ROOT-CAUSE  
PDCA  
SAFE REPORT



- Non-rational
- Emotional
- Meaningful
- Aesthetic

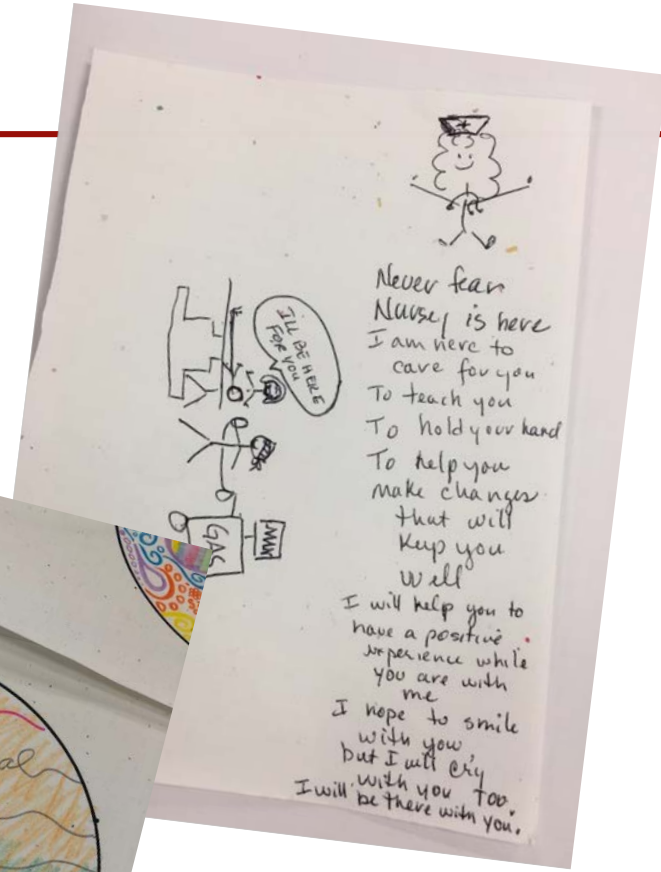
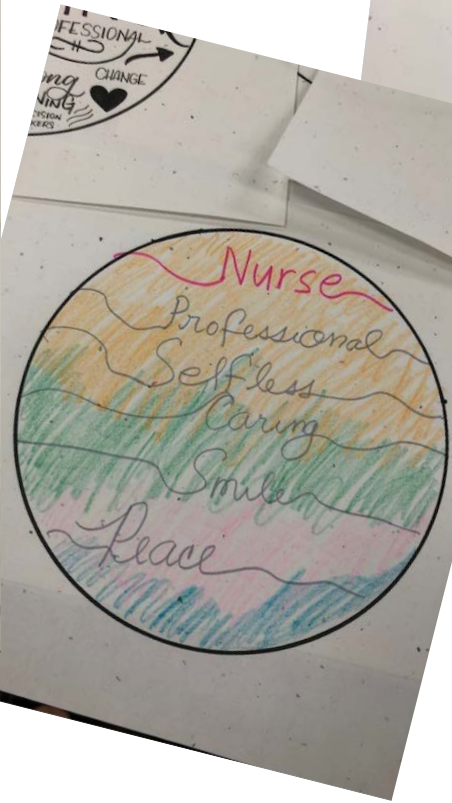
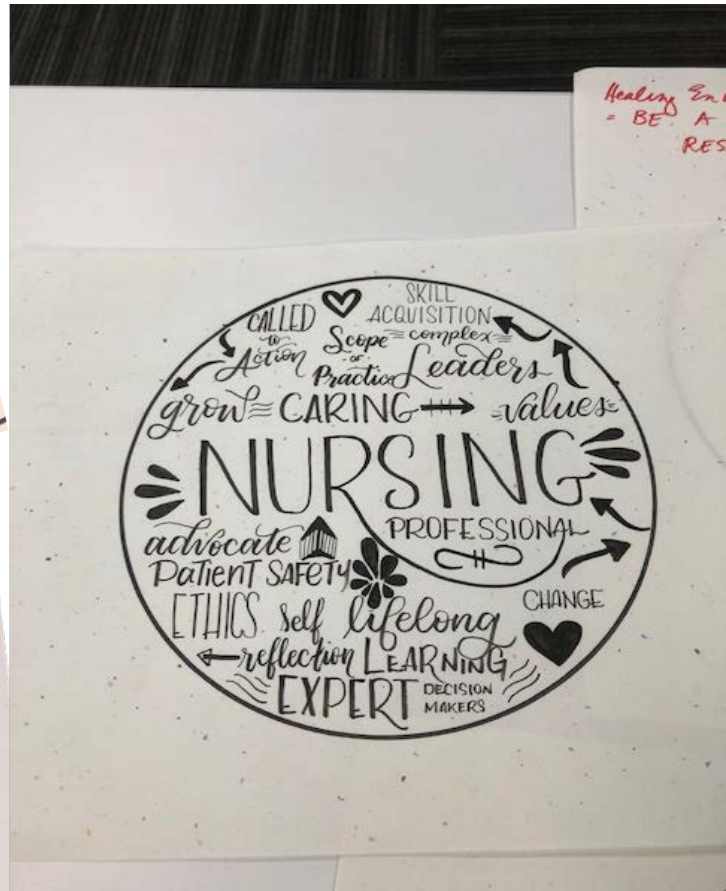
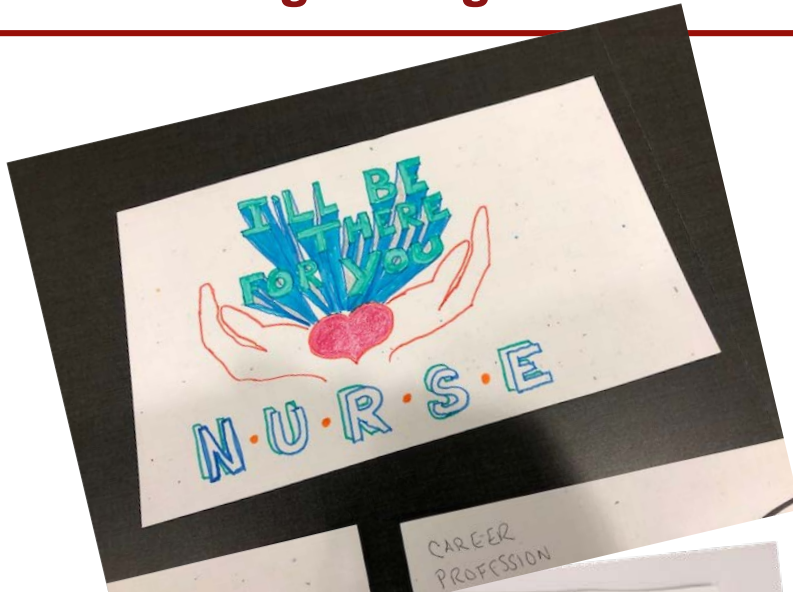
OFTEN DON'T  
ENGAGE IN  
THIS STEP; OR  
INFORMAL,  
INCONSISTENT

- Sharing Stories/Insight
- Understanding relationships
- Co-discovery of knowing/meaning

EXEMPLARS!!!



# Learning through Reflection...



"Sensing 'Yellow'...warmth, sunshine, growth, energy" -MOR nurse, July 2017

"Healing environment: be a team player, have one goal, respect each other, extend the feeling" -Apheresis RN, May 2018

# Testimonials

- ▶ *"I feel much more prepared to write exemplars and face the panel"*
- ▶ *"...start taking notes on events that may be good for exemplars"*
- ▶ *"I loved the interaction and group participate."*
- ▶ *"Enjoyed the collaboration in the room and Gisso`s teaching style."*
- ▶ *"...She is warm, welcoming, and encouraging. I feel much less intimidated by the PNDP. I also feel much more prepared to complete the portfolio and panel."*
- ▶ *"I loved the format/layout of the class and all the information provided. I feel that myself and all other attendees walked away feeling prepared, empowered, and more confident to go through the process."*
- ▶ *"Put me at ease to go through the PNDP process."*



# PNDP Celebrations!



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Questions...?

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