

Clinical Ladder Scoring Sheet

Clinical Nurse III/IV Clinical Ladder Points

Clinical Nurse III/IV Clinical Ladder Points

A. Points Required for Promotion/Renewal:

1. From a Clinical Nurse II to a Clinical Nurse III: must accumulate **30 points** during the twelve (12) months preceding the application date.
2. To maintain Clinical Nurse III: RN's must maintain **30 points** per year. Portfolios must be submitted to the Nurse Manager and reviewed by the Clinical Ladder Review Panel.
 - a) Applicants awarded Clinical Nurse III are required to maintain Clinical Nurse III for one (1) year before applying to Clinical Nurse IV.
3. From a Clinical Nurse III to a Clinical Nurse IV: must accumulate **45 points** during the twelve (12) months preceding the application due date. Portfolios must be submitted to the Nurse Manager and reviewed by the Clinical Ladder Review Panel.
4. To maintain Clinical Nurse IV: must maintain **45 points** per year. Portfolios must be submitted to the Nurse Manager and reviewed by the Clinical Ladder Review Panel.

Nursing Degrees (limit of 9 points total)		
Completion of BSN	3 points	
Completion of MSN	6 points (cannot be combined with BSN)	
Completion of Doctorate in Nursing and/or PhD in Nursing	9 points (cannot be combined with BSN or MSN)	
Total:		

Acceptable Proof of Points:

- Copy of diploma, official transcript, or another form of verification subject to the approval of the manager. Points can be used in subsequent years, not just the year of completion.

Clinical Ladder Scoring Sheet

National Certification (Limit 10 points)		
Five (5) points to be granted for certification in area of specialty	5 points per certification (10 points maximum)	
Total:		

Acceptable Proof of Points:

- A National Certification is required for advancement to CN III or CN IV.
- To be eligible for points, the certification must be current as of the due date of the application or renewal packet.

Clinical Ladder Scoring Sheet

Preceptorship/Mentorship/Recognition (Limit 20 points)		
Preceptor: graduate RNs, Transition to specialty RNs, Bridge RNs, and senior Capstone student nurses	1 point per shift (15 points maximum)	
Orienting: nurses and/or travelers <ul style="list-style-type: none"> Ancillary staff (RTs, etc.) 	1 point per shift (10 points maximum)	
Mentorship	5 points per mentee (10 points maximum)	
Daisy Award (Nomination or Recipient)	8 points Recipient 5 points Nomination with Certificate	
Wow Card	1 point (5 points maximum)	
Card/Note from Patient <ul style="list-style-type: none"> Circle of Caring Award 	3 points (6 points maximum)	
Professional/Excellence Award - In house (Nomination/Recipient) <ul style="list-style-type: none"> Structural Empowerment Exemplary Professional Practice Teamwork in Action Employee of the Month 	6 points Recipient 3 Points Nomination 3 Points Previous Recipient	
Total:		

Acceptable Proof of Points:

- Preceptor/Orientation: Initial Competency assessment as developed by the Education Department. Letter from Manager/Educator listing name of student/new hire and precepting dates.
- Mentor: Must have a letter from Manager validating mentor-mentee partnership and dates.
- Cards/Notes from Patient or Family: Candidate must redact all Protected Health Information such as name, date of birth, and/or Medical Record Numbers from documents.
- Daisy Award: Points to be awarded for RN's that receive Certificate of Nomination or award.
 - Points for previous award recipients may only be used up to 3 years from the initial award.
Points cannot be combined for a Daisy Award Recipient and Nomination. Only points for one Nomination or points for one Recipient will be counted per year.

Clinical Ladder Scoring Sheet

Leadership (Limit 20 points)		
Hospital/Department Based Committee <ul style="list-style-type: none"> UPC 	6 points Chair 4 points Co-chair 2 points Alternate/other officer	
Member, Clinical Ladder Review Panel	5 points	
Alternate, Clinical Ladder Review Panel	3 points	
Committee Member, Hospital Wide or Unit-based (active)	2 points per committee (8 points maximum)	
Current member, professional nursing organization	6 points Officer or Board Member 2 points member (4 points maximum for memberships)	
Current member, Hospital-wide Nursing Council <ul style="list-style-type: none"> CPC, Peer Review, Magnet Committee, Nursing Research Council, PDC 	6 Points Chair 4 Points Co-chair 2 Points current member (active)	
Nurse Liaison/Champions/Super User <ul style="list-style-type: none"> Mission Zero Coach, Mobility Advocate, Safety Coordinator 	2 points (6 points maximum)	
Quality Improvement Council Representative <ul style="list-style-type: none"> Falls, HAPI, HAI, etc.. 	2 Points member (6 points maximum)	
National/State professional Nursing committee member	3 points	
Adjunct Faculty-Nursing <ul style="list-style-type: none"> Accredited college/university 	1 Point per credit hour 10 points maximum	
Performance Improvement Project	6 Points Project Leader/Co-Leader 2 Points Project member	
Approved unit-based committee or activities positively impacting hospital goals	2 points per committee (8 points maximum)	
Charge Nurse	3 points	
Total:		

Acceptable Proof of Points:

- Committees must meet regularly. Applicant must have attended at least 75% of the meetings scheduled in the previous 12 months to be awarded points. Committee involvement is a Clinical Ladder requirement.
- For validation of approved Unit-Based activities, performance improvement projects or status as Nurse Champion/Super User: Manager must provide written documentation of rationale for points claimed.

Clinical Ladder Scoring Sheet

- For adjunct Nursing faculty: Provide letter from academic institution validating faculty status and semesters/quarters classes taught. If academic institution uses alternate system for credit hours, provide outline to manager for point validation.
- For professional organization: Provide copy of membership card.
- For approved activities positively impacting Hospital goals: Include description of activity and planned or actual impact on Hospital goals validated by manager or designee.
- Assigned Charge RN at least one shift per schedule.

Clinical Ladder Scoring Sheet

Advanced Clinical Skills (Limit 15 points)		
Expert qualifying skill	3 points per skill (15 points maximum)	
Total:		

Acceptable proof of Points:

- Chemotherapy certification, CRRT, IABP, US guided IV insertion. Determination to be made by Cost Center/UPC.

Clinical Ladder Scoring Sheet

Professional Development (Limit 15 points)		
PALS, ACLS, BLS, TNCC, LVAD, NRP, TNATC etc. instructor	5 points (Must be certified instructor and teach a minimum of 2 times per year.)	
House wide In-Service (Presenter) <ul style="list-style-type: none"> Tumor Board Stroke Grand Rounds 	5 points	
Poster/Podium Presentation <ul style="list-style-type: none"> Unit-based National 	3 points (unit-based) 10 points (national)	
Unit level In Service (presenter) <ul style="list-style-type: none"> Simulation Sessions 	3 points (6 points maximum) 6 points Simulation Sessions	
National Conference (attendee) Local Conference (attendee)	5 points per day of conference (10 points maximum)	
Total:		

Acceptable Proof of Points:

- All areas in **Professional Development** must be nursing related.
- Evidence of participation in the presentation (i.e., brochure, announcement, or verification from the sponsor recognizing the applicant's participation), including learning objective, sign-in list if any) and outline of presentation.
- Local and National conference attendees must present proof of attendance upon request. This may include an outline of classes and/or roster. Conference topics must focus on the acute care hospital and/or ambulatory outpatient settings.
- Simulations Sessions: RN must be involved in development, implementation, and evaluation of sessions to meet weighted criteria for points.

Clinical Ladder Scoring Sheet

Professional Publications (Limit 15 points)		
Editorial in a journal (Healthcare related)	5 points	
Article in a local newsletter	5 points	
Article in unit newsletter (Nursing practice related)	3 points	
Editor for local newsletter	2 points per issue (max 6 points)	
Writing a pamphlet (Patient or staff teaching tool)	5 points	
Revising a pamphlet (Pt or staff teaching tool)	1 point per tool (max 10 points)	
Original research article (Primary author 15 points, co-author 10)	15 points	
Textbook Editor	15 points	
Chapter in a Book	15 points	
Professionally authored multimedia aids, web	15 points	
Journal Article	10 points	
Journal Article (review of articles or book chapter)	3 points	
Book Reviews, published (nursing related)	5 points	
Evidence based policy writing/review	5 points new, 3 points revised	
Content Expert Contributor <ul style="list-style-type: none"> Sensitivity Panel Member Exam Item Writer 	5 points	
Total:		

Acceptable Proof of Points:

- All areas in **Professional Publications** must be nursing related.
- A copy of the publication should be submitted when possible. If not, a copy of the title page and table of contents is required. Publisher's notice of acceptance for publication should be submitted if Points are to be granted before printing.
- Pamphlets must be implemented if created as part of a school project and/or hospital project.

Clinical Ladder Scoring Sheet

Community Service (Limit 15 points)		
Health Fair	5 Points Organizer 1 point per day attendee (maximum 5 points)	
Health fund raising events (MS Walk, Heart Walk)	1 point per day (maximum 5 points)	
Recruitment Fair	1 point per day (maximum 5 points)	
Career Fair	1 point per day (maximum 5 points)	
Health Literacy event	5 Points Organizer 1 point per day attendee (maximum 5 points)	
Medical Mission Trip	5 Points Organizer 1 point per day (maximum 5 points)	
Support Group sponsored by El Camino Health	5 Points Chair 1 point per day (maximum 5 points)	
Health Care Camp (Heart Camp, CF Camp)	1 point per day (maximum 5 points)	
Health Care Legislative Advocacy	1 point per day (maximum 5 points)	
Other health related community service activities	1 point per day (maximum 5 points)	
Serving on a Board/Taskforce for an agency (Cancer Society, Heart Association)	2 points per year	
Total:		

Acceptable Proof of Points:

- All areas in **Community Service** must be nursing/health related.
- Documentation must outline a description of duties and dates of service. A brochure from the event listing applicant as a participant, organizer, facilitator, and/or chair. Verification from Sponsor/Organizer recognizing applicant's leadership role.