Deaconess Professional Development Program- Core and Definitions GRID

(Refer to Definitions for Core Elements and Electives)

Applicants Name/Credentials: _____ **Unit:** _____ **RN ID #** _____ **ANNUAL EVAL DUE DATE:** _____ **Annual Eval Completed Date:** _____

FANTASTIC PEOPLE

Core 1: Quality Data Collection	☐

1. Submit a Written Exemplar	1 ☐
Max 1 point	
2. Super Trainer	
1 Item	2 ☐
2 Items	4 ☐
3 Items	6 ☐
4 Items	8 ☐
Max 8 points	
3. Preceptor / Charge Nurse	
Attending Class/Updates	1 ☐ 2 ☐
Associate Preceptor	1 ☐
Co-Preceptor	2 ☐
Active Preceptor	3 ☐
Charge Nurse	4 ☐
Max 10 points	
4. Course Instructor	
Original Training/Instructor Course (1pt)	1x___ (# of classes) =____
Course(s) taught (2pts each)	2x___ (# of classes taught) =____
Max 20 points	
5. Faculty Instructor/Educator	
Clinical teaching associate	4 pts/sem x____ sem=____
Clinical teaching partner	6 pts/sem x____ sem=____
Adjunct nursing faculty	10 pts/sem x____ sem=____
Max 20 points	
6. Nursing Leadership/Membership Professional Organization(s)	
Task Force/Committee for Prof Org (Max 6 points)	3x___ (#) =____
OFFICER for Local Prof Org (Max 10 points)	5x___ (#) =____
OFFICER for Regional/State/or National Prof Org	8x___ (#) =____
Additional above CORE Prof Membership (Max 3pts)	1x___ (#) =____
Max 24 points	

INCREASING QUALITY

Core 2: Example of Excellence	☐

7. PDP/ Amb Membership 4 pts	4 ☐
8. Promotion of Safety	2x___ (# of initiatives) =____
Max 8 points	
9. Research Project	
Participates	4 ☐
Identify, gather, submit	8 ☐
Project lead	10 ☐
Max 18 points	
10. Quality Improvement	
Actively involved- PARTICIPANT	3x __(# involved) =____
Project LEAD	5x __(# lead) =____
Max 15 points	
11. Policies & Procedures Review/Update	
Review (1 pt q 2 P&Ps reviewed)	# Policy = _____
Revision (3pts q 1 P&P revision)	3x__(# revised) =____
New (4pts writing each NEW P&P)	4x__(# new) =____
Max 10 points	
12. Grand Rounds/Patient Care Presentation	
2 Attendances	1 ☐
4 Attendances	2 ☐
6 Attendances	3 ☐
8 Attendances	4 ☐
10 Attendances	5 ☐
12 Attendances	6 ☐
Max 6 points	
13. Advanced Nursing Degrees	
BSN/BS in Nrsg (not in Core)	8 ☐
MSN	12 ☐
Doctorate	16 ☐
Max 16 points	

RESULTING IN GROWTH

Core 3: Continuing Education	☐
Core 4: National Certification	☐

14. Enrolled in Advanced Nursing Degree Program	
Credit hours	1X___(# of credit hours) =____
Max 24 points	
15. Informational Article	
Published article in a Deaconess publication (max 5 articles=10pts)	2x __ (# of submits) = ____
Submission - National	10x __ (# published) =____
Published - National	15x__(# published) =____
Max 25 Points	
16. Journal Club	
2 Attendances	1 ☐
4 Attendances	2 ☐
6 Attendances	3 ☐
8 Attendances	4 ☐
10 Attendances	5 ☐
12 Attendances	6 ☐
1 Presentation	4 ☐
2 Presentation	8 ☐
Max 8 points	
17. Additional Continuing Education hrs or Contact hrs (1 point for every 5 CEs)	
5 CE hrs	1 ☐
10 CE hrs	2 ☐
15 CE hrs	3 ☐
20 CE hrs	4 ☐
25 CE hrs	5 ☐
30CE hrs	6 ☐
35 CE hrs	7 ☐
40 CE hrs	8 ☐
45 CE hrs	9 ☐
50 CE hrs	10 ☐
Max 10 points	

SUPERIOR SERVICE

Core 5: BSN or BS with Major in Nursing	☐

18. Additional Certifications	
1pt q Non-Nat (max 6 pts)/Cert	1x___ (#) =____
1 National Cert above core	3 ☐
2 Certs above core	6 ☐
3 Certs above core	9 ☐
Max 9 points	
19. Unit In-Service	
Service A (1 Point Each)	1x __ (# In-service) =____
Service B (2 Point Each)	2x __ (# In-service) =____
Service C (4 Point Each)	4x __ (# In-service) =____
Service D (5 Point Each)	5x __ (# In-service) =____
Max of 16 points	
20. Committee/ Council Membership	
Chair of 1 of the 3 NSG Hospital Councils	4 ☐
Chair Unit Based Council	4 ☐
Chair Hospital/unit based Subcommittee / Task Force	4x___(# of Chair)= ___
Chair -elect of 1 of the 3 NSG Hospital Councils	3 ☐
Membership of 1 of the 3 NSG Hospital Councils	2 ☐
Membership Hospital Committee / Task Force	2x___(# of memshp)= ___
Membership of Unit Based Council/committee /subcommittee	1x___(# of memshp)=___
Max 16 points	

TOP FINANCIAL PERFORMANCE

Core 6: Membership in Professional Organization	☐

21. Community Service	
4-7 Hours	1 ☐
8-11 Hours	2 ☐
12-15 Hours	3 ☐
16-19 Hours	4 ☐
20-23 Hours	5 ☐
24 + Hours	6 ☐
Max 6 points	
22. Hospital Service	
5-9 years at Deaconess	1 ☐
10-14 years at Deaconess	2 ☐
15-19 years at Deaconess	3 ☐
20-24 years at Deaconess	4 ☐
25-29 years at Deaconess	6 ☐
30-34 years at Deaconess	8 ☐
35-39 years at Deaconess	10 ☐
40+ years at Deaconess	12 ☐
Max 12 points	
23. Health Related Speaker / Presenter	
Local	4x___(#) = ____
State	8x___(#) = ___
National	10x___(#) = ___
Max 16 points	
24. Mentor	
Attending	1 ☐
Associate	2 ☐
Master	3 ☐
Active	4 ☐
Max 5 points	

PDP PORTFOLIO SUMMARY TOTALS

Bronze 4 Cores = 40 Electives

Silver 5 Cores = 55 Electives

Gold 6 Cores = 65 Electives

TOTAL CORE POINTS_____

TOTAL ELECTIVE POINTS_____

LEVEL ACHIEVED_____