

## Hematology/Oncology

# PROFESSIONAL DEVELOPMENT NURSING PATHWAYS



- Leadership & Management
- Research & Quality Improvement
- Education & Professional Development
- Clinical Excellence



Clinical Excellence



Research & Quality Improvement

Education & Professional Development



# PROFESSIONAL DEVELOPMENT NURSING PATHWAYS

## Hematology/Oncology

7/23/ 2020

Rachel Senefeld Kromer, MSN, RN, NPD-BC, NEA-BC

## Leadership & Management



### GOALS

### SKILLS DEVELOPED

### ADJUNCT CURRICULUM

### UNIT SPECIFIC TASKS

Tier 1

To increase influence through effective communication and relationship building  
  
To discover and leverage leadership style towards organizational goals

- Communication
- Collaboration
- Insight
- Coaching

- StrengthsFinder online
- Preceptor Treasures Workshop

- Participate in unit or organizational committee
- Precept

Tier 2

To prepare to lead, execute, and evaluate organizational initiatives

- Influence
- Change Management
- Conflict Resolution

- Board Basics
- S3: Success, Strategy, and Scope of Nursing Leadership

- Participate in: unit/organizational project for process improvement - or - project development for professional body or community organization
- Train as RSL

Tier 3

To effectively plan, implement, and evaluate quality improvement project based on pillar goals

- Strategic Thinking
- Project Management

- Project Management 101
- Evidence-based Practice (EBP) 101
- Leader Development Opportunities (HR)

- Develop and implement unit-based quality improvement project
- Vanderbilt Observational Experience (VOE)



Clinical Excellence



Research & Quality Improvement

Leadership & Management



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### Education & Professional Development



#### GOALS

#### SKILLS DEVELOPED

#### ADJUNCT CURRICULUM

#### UNIT SPECIFIC TASKS

Tier 1

To develop effective communication strategies to facilitate learning

To appreciate adult learning theory as it relates to onboarding and professional success

- Communication
- Coaching
- Insight
- Leadership

- StrengthsFinder online
- Preceptor Treasures Workshop

- Participate in unit or organizational committee
- Precept

Tier 2

To identify and contribute to learning opportunities in the unit

To evaluate quality of unit's nursing care as it relates to Evidence-Based Practice

- Clinical Expertise
- Scholarship
- Critical Thinking

- Introduction to the Eskind Library
- Evaluating Resource Credibility for Evidence-Based Practice
- Introduction to Curriculum Design and Evaluation

- Participate in Chemo Skills Day
- Address a learning need with an Evidence-Based flyer, article, poster, or presentation
- Teach a session in Chemo class, Onboarding, reset

Tier 3

To design, implement and evaluate a new education initiative in the unit

- Project Management
- Curriculum Development and Evaluation
- Assessment Strategies

- Project Management 101
- Educator Development Program

- Create learning objectives
- Design and implement an education initiative to meet desired objectives
- Present evaluative data
- Vanderbilt Observation Experience



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Leadership & Management



Education & Professional Development

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### Research & Quality Improvement

#### GOALS

#### SKILLS DEVELOPED

#### ADJUNCT CURRICULUM

#### UNIT SPECIFIC TASKS

Tier 1

- To identify potential nursing research projects within the unit
- To conduct focused literature review and evaluate quality research

- Critical research appraisal
- Read and Interpret Statistics

- Introduction to the Eskin Library
- Evaluating Resource Credibility for Evidence-Based Practice

- Attend research conference or poster session
- Participate in Literature Review Journal Club , Nursing Research Committee, or BMT Cellular Therapy Research meetings

Tier 2

- To develop research question
- To collect and analyze data quality
- To evaluate ethical considerations in study design

- PICO question development
- Data synthesis and analysis

- HRPP Basic Module
- Survey and Questionnaire Design

- Develop a research question (PICO) related to hematology oncology nursing care
- Perform a literature review related to PICO question

Tier 3

- Advocate for Evidence-Based Practice changes within area of specialty
- Disseminate research

- Project management
- Advocacy
- Writing a manuscript
- Communication and public speaking

- Project Implementation: A Standardized Process
- Project Management 101

- Design and implement a research project related to a PICO question
- Submit article with project to VUMC Nursing Journal or poster presentation



Leadership & Management

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## Clinical Excellence



### GOALS

### SKILLS DEVELOPED

### ADJUNCT CURRICULUM

### UNIT SPECIFIC TASKS

Tier 1

To develop advanced assessment and clinical reasoning skills

- Develop advanced assessment and clinical reasoning skills

- Essentials of Chemotherapy for Oncology Nurses
- Cancer Basics

- ACLS
- Chemotherapy administration validation

Tier 2

To develop expertise on advanced therapies in unit

- Develop increased clinical expertise in area of specialty

- Advanced Nursing Assessment

- Assist with chemo skills days
- NR on-boarding day or unit-based reset days

Tier 3

To develop advocacy and leadership skills to improve patient care delivery

- Develop advocacy and leadership skills to improve care delivery in area of specialty

- Certification review course or self-study for certification prep
- Certification Practice Exam

- Participate in an organizational or community task force or improvement project
- Obtain OCN/BMTCN certification