

## The Clinical Ladder Program Strategic Pillars and Magnet Components

### Strategic Pillars and Dynamic Caring Model

The Strategic Pillars and the Dynamic Caring Model are both important elements of many of the options to obtain points to achieve Clinical Ladder. As a Clinical Ladder Applicant and a Nurse within St. Elizabeth, understanding how each of the options for points is an important part of achieving and upholding these standards. Each of the potential points have been identified with the appropriate corresponding Pillars and the Magnet components. The identified Pillar or Magnet component may vary based on the project or activity. The Dynamic Caring Model and the Nursing Strategic Plan are provided in the Clinical Ladder Tools and Resources. See legend below:

#### Magnet Components:

Transformational Leadership = TL  
Structural Empowerment = SE  
Exemplary Professional Practice = EP  
New Knowledge, Innovations, and  
Improvements = NK

#### St. Elizabeth Strategic Pillars:

Quality = I  
Experience = II  
People/Culture = III  
Community = IV

### Professional Development

1. Education **(SE, I)**
  - MSN
  - BSN
  - Enrollment in a nursing program pursuing a BSN or MSN
  - Additional Nursing Licensure through the State
2. Demonstration of Leadership Skills/Behaviors **(TL, I, III)**
3. Certification (National Nursing Specialty) **(SE, I)**
4. Publications **(SE, I)**
  - Author
  - Co-author/contributor
  - Author of a national or regional newsletter article
  - Author of a hospital/unit-based newsletter article (1 Point)
5. Develop, Present, and Present or Ongoing repetitive education for Community/System Education on a current nursing practice issue to healthcare professionals and/or the community **(SE, IV)**
6. Professional Involvement **(SE, I)**
  - Professional organization officer
  - Professional organization board member/committee chairperson
  - Professional organization national/statewide current member
  - Professional organization active local member
7. Community Involvement **(SE, IV)**

8. Recipient of professionally recognized individual award (TL, III)

### Leadership

1. Shared Leadership (Committee /Council Involvement) (SE, III)
2. Special Project (TL, III)
3. Research (NK, I)
  - Principal Investigator of a nursing research study
  - Co-investigator of a nursing research study
  - Implement a practice change (system or unit) after reviewing/researching literature for current evidence-based practice standards.
  - Nursing Research Idea and Proposal
  - Evidence Based Literature Review and Analysis
  - Nursing Research Presentation (National, Regional, Hospital)
  - Participate in data collection for nursing research or EBP review
  - Research Poster (National, Regional, Hospital)
  - Research In-service
  - Research Article Critique

### Clinical Expertise

1. Quality/performance improvement (EP, I)
  - Develop and coordinate a quality study
  - Unit Coordinator for PI data collection
  - PI data collection
2. Develop, Develop and Present, Present or Ongoing repetitive education for Staff Education Unit /Specialty Based or CBL (SE, III)
3. Registered Nurse Experience (TL, III)
4. Preceptor/Mentor (SE, I, IV)
5. Clinical Expertise Exemplar (EP, I, II, III, IV)