Title: ADVANCE: Achievements Demonstrating Valuable Advancements for Nursing Clinical Excellence

Team Leader: Armi Holcomb, RN, BSN, CPAN, Children’s Mercy Hospitals and Clinics, Kansas City, MO

Team Members: Susan Burns, RN, BSN, CPON, Jacqueline Bartlett, RN, MSN, MBA HCM, Paula Blizzard, RN, MS, NE-BC, and Cheri Hunt, RN, MHA, NEA-BC

Background: A pediatric Magnet facility utilized a two-tier Clinical Ladder program to reward nurses for their clinical practice contributions. However, lack of equitable administration and recognition of higher levels of achievement hindered the progression of the program.

Objectives: A team of staff nurses and managers were charged with evaluating and restructuring the current program to support professional development and provide an equitable means for program administration.

Implementation Process: The committee reviewed literature, interviewed staff and polled similar organizations to identify current practice. Using this information, the ADVANCE Program was created. ADVANCE, a 5-tiered professional development program, recognizes nurses for contributions to advancing the nursing profession utilizing seven foundational domains: Education of Self, Education of Others, Leadership, Community Service, Quality Improvement, Clinical Practice Analysis and Peer Coach. Participants submit a blinded portfolio documenting their accomplishments to a Peer Review Council, maintaining unbiased administration.

Statement of Successful Practice: Since implementation, over 50% of eligible nurses are participating in ADVANCE, resulting in over $1.2m in compensation payout. Perianesthesia staff participation increased from 23 to 59 individuals within the first year. The department has also seen an increase in specialty certification as nurses pursue higher levels of the program.

Implications for Practice: Through involvement in committees, projects, Evidence Based Practice and research, nurses are taking a vested interest in organizational outcomes. The impact of ADVANCE goes beyond the four walls of the organization as nurses expand their contributions through involvement in professional organizations, publications, and community service.