

Coaching to Climb the Clinical Ladder

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Abstract Background Information: NYU Langone Orthopedic Hospital has a Professional Development Program (PDP) based on the Magnet Model and designed to recognize, reward, and retain RNs. To be promoted to Clinical Nurse (CN)3 or CN4, RNs need to build a professional career portfolio of their accomplishments, skills, abilities. During December 2021 to December 2023, only 5 PACU RNs were in the PDP as CN3 or CN4 with no new applicants for two years.

Objectives of Project: To increase the percentage rate of PACU RNs appointed to CN3 or CN4 in the PDP to a goal of 25% by December 2025.

Process of Implementation: In 2024, PACU project leads, unit practice council, leaders, and educator identified strategies to address PDP application barriers and implement a process to support staff. Barriers included lack of knowledge, time constraints, extensive requirements, and finding supporting evidence. WeLearn education session and PDP workshops guided RNs on the process. Nurse leaders coordinated work schedules to accommodate RNs' participation in activities (e.g. nursing council, conferences, journal club, fellowship, certification class, volunteering). On a regular basis, CN3 and CN4 coached eligible candidates on engaging in activities and building their portfolio in individual and group settings. Newly appointed CN3 and CN4 were recognized and celebrated in various ways.

Statement of Successful Practice: In January 2024, the percentage of PACU CN3 or CN4 is 13.9%. By June 2025, the percentage increased to 25.7%, exceeding our goal. While there was no turnover of CN3, CN4, or RNs actively pursuing promotion, newly appointed CN3 and CN4 coached eligible RNs on the PDP process.

Implications for Advancing the Practice of Perianesthesia Nursing: Peer coaches, information sharing, leadership involvement, and nursing recognition are ways to engage RNs in professional development activities that can advance the practice of perianesthesia nursing. Continued support is essential to a culture that values professional development.