



Clinical Nurse Level 1 - Integrated Job Description

Job Code:	J0110
Pay Grade:	P02
Job Family:	Nursing
Sub Family:	Inpatient Nursing
Career Level:	ICP1
FLSA:	Exempt
Integrated:	X Yes No
Entities Integrated:	HCHS, HUP, PAH, PMC
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JOB SUMMARY

The Clinical Nurse 1 New to Practice/Apprentice is a newly licensed new-to-practice RN or RN with less than 15 months of experience that demonstrates basic safe practice within the organizational professional practice model. The Clinical Nurse 1 New to Practice/Apprentice seeks guidance to integrate concepts, knowledge, skills and attitudes to meet standards for competent professional nursing practice as specified in the Clinical Nurse 1 New to Practice/Apprentice position description addendum. The Clinical Nurse 1 New to Practice/Apprentice exhibits UPHS organizational behavioral competencies which reflect its mission and are embedded in the professional practice competency domains.

The Clinical Nurse 1 New to Practice/Apprentice is accountable for the provision of direct care to patients who may range in age from infancy to the elderly and demonstrates within the competency domains of Continuous Quality Improvement, Evidence Based Practice and Research, Leadership, Person and Family Centered Care, Professionalism, Safety, Teamwork, and Technology/ Informatics (Definitions listed below).

The Clinical Nurse 1 New to Practice/Apprentice works closely with the interprofessional health care team to facilitate the coordination of care across the continuum. The nurse focuses on developing the knowledge and skills necessary to provide individualized care based on physical, psychosocial, cultural, educational, safety, and age appropriate considerations of assigned patients.

The Clinical Nurse 1 New to Practice/Apprentice requires consultation with more experienced clinicians and benefits from feedback while demonstrating growth in the ability to care for increasingly complex patients. The nurse demonstrates how nursing practice impacts the organizational vision, mission, and goals and the care delivery system. The nurse complies with all regulations and standards of regulatory and accrediting bodies.

The Clinical Nurse 1 New to Practice /Apprentice must complete all Clinical Nurse 1 competencies and is expected to advance to the Clinical Nurse 2 Colleague level by 18 months of professional practice. See addendum.

Accountabilities

Professional Practice Competency Domains Definitions
<ul style="list-style-type: none"> Continuous Quality Improvement (CQI): The nurse utilizes data and QI methods to identify potential and actual problems and opportunities to provide care that is safe, timely, efficient, effective, and equitable.
<ul style="list-style-type: none"> Evidence Based Practice and Research: The nurse evaluates and integrates best current evidence with clinical expertise and patient and family preferences and values for the delivery of optimal health care and system effectiveness.
<ul style="list-style-type: none"> Leadership: The nurse effectively collaborates and applies innovative, systems thinking to engage in systematic, evidence-based problem solving and decision making to promote effective changes within a complex care delivery system supporting the vision of Penn Medicine
<ul style="list-style-type: none"> Person and Family Centered Care: The nurse recognizes the patient (or the patient's designee) as the source of control and a full partner in providing compassionate and coordinated care based on respect for the patient's preferences, values, and needs.
<ul style="list-style-type: none"> Professionalism: The nurse demonstrates a commitment to the nursing profession through lifelong learning, adherence to ANA's Code of Ethics for Nurses, participation in a professional organization and advancing community outreach
<ul style="list-style-type: none"> Safety: The nurse minimizes risk of harm to patients, families, providers and self through system effectiveness and individual performance.
<ul style="list-style-type: none"> Teamwork: The nurse effectively engages in the process of cooperation, coordination, and collaboration in an effort to provide for safe, quality outcomes for patients within inter and intra-professional teams, including virtual teams.
<ul style="list-style-type: none"> Technology/Informatics: The nurse utilizes appropriate information and technology to communicate, manage knowledge, mitigate error, and support decision making across the continuum.
<ul style="list-style-type: none"> Performs duties in accordance with Penn Medicine and entity values, policies, and procedures
<ul style="list-style-type: none"> Other duties as assigned to support the unit, department, entity, and health system organization

UPHS Organizational Behavioral Competencies

- Being Resilient
- Collaborates
- Communicates Effectively
- Demonstrates Self-Awareness
- Ensures Accountability
- Instills Trust
- Interpersonal Savvy
- Manages Ambiguity
- Nimble Learning
- Patient Focus
- Problem Solving/Critical Thinking
- Self-Development
- Tech Savvy
- Values Differences

QUALIFICATIONS

Education/Experience

Req	Pref	Education Level	Major/Area of Study	And/Or	Experience	Experience Details
X		Bachelor's Degree	BSN degree from an accredited school of nursing	And		Less than 15 months experience required
	X					Infusion experience

Licenses, Registrations, and Certifications

Req	Pref	Licenses/Registrations/Certifications	Licenses/Registrations/Certifications (Drop Down)
X		Pennsylvania RN licensure	
X		PA, NJ, and DE RN licensure depending on geographic location and scope of responsibilities	
X		BLS/CPR, as a healthcare provider as per the American Heart Association	
X		Valid Driver's License	
X		Car Insurance	
X		Have a Car	

Skills and Abilities

Req	Pref	Skill/Ability
X		Must be able to visit patients in various geographic areas as determined by agency contracts

Standard Work Environment

Work Environment Selection

Physical Demands

	Never	Rarely 0 - 10%	Occasional 11% - 35%	Frequent 36% - 70%	Constant 70% plus
Balancing: Maintaining body equilibrium to prevent falling when walking, standing, or crouching				X	
Climbing: Ascending or descending ladders, stairs, scaffolding, and ramps using feet and legs and/or hands and arms		X			
Crawling: Moving about on hands and knees or hands and feet	X				
Fine Manipulation: Able to manipulate objects while maintaining a grasp at all times					X
Grasping: Applying pressure to an object with the fingers and palm			X		
Keyboard operation: Amount of time typing on computer keyboard				X	
Kneeling: Bending legs at knee to come to a rest on knee or knees			X		
Reaching: Extending hand(s) and arm(s) in any direction					X
Repetitive Foot Control: For example as when using sink pedals or driving				X	
Repetitive Use of Hands: The act of repeating the same hand motion			X		
Standing: Remaining upright on the feet, particularly for sustained periods of time				X	

Physical Demands

	<i>Never</i>	<i>Rarely 0 - 10%</i>	<i>Occasional 11% - 35%</i>	<i>Frequent 36% - 70%</i>	<i>Constant 70% plus</i>
Sitting: Remaining in a position in which one's weight is supported by one's buttocks rather than one's feet and one's back is upright for sustained periods of time			X		
Stooping: Bending the body downward and forward by bending leg and spine. This factor is important if it occurs to a considerable degree and requires full use of the lower extremities and back muscles				X	
Walking: Moving about on foot to accomplish tasks, particularly for long distances or moving from one work site to another				X	

Lift/Carry

Raising objects from a lower to a higher position or moving objects horizontally from position to position

	<i>Never</i>	<i>Rarely 0 - 10%</i>	<i>Occasional 11% - 35%</i>	<i>Frequent 36% - 70%</i>	<i>Constant 70% plus</i>
Sedentary: 5 pounds and under					X
Light: 6-10 pounds					X
Moderate: 11-49 pounds				X	
Heavy: 50 pounds and over			X		

Push/Pull

Using upper extremities to press against something with steady force in order to thrust forward, downward, or outward or to exert force in order to draw, drag, haul, or tug objects in a sustained motion

	<i>Never</i>	<i>Rarely 0 - 10%</i>	<i>Occasional 11% - 35%</i>	<i>Frequent 36% - 70%</i>	<i>Constant 70% plus</i>
Sedentary: 5 pounds and under					X
Light: 6-10 pounds					X
Moderate: 11-49 pounds				X	
Heavy: 50 pounds and over			X		

Specific Needs

	<i>Never</i>	<i>Rarely 0 - 10%</i>	<i>Occasional 11% - 35%</i>	<i>Frequent 36% - 70%</i>	<i>Constant 70% plus</i>
Hearing: Perceiving the nature of sounds at normal speaking levels with or without correction, and having the ability to receive detailed information through oral communication and making fine discriminations in sound					X
Seeing: Vision for near, far, peripheral, depth, and color					X
Talking: Expressing or exchanging ideas by means of the spoken word; those activities where detailed or important spoken instructions must be conveyed to other workers accurately, loudly, or quickly					X
Driving or Equipment Operation: Driving a car, van, cart, or truck and/or operating heavy equipment				X	
Contact with chemical, biological, radiological materials, noise and other materials, substances or particulates that may require the use of personal protective equipment			X		

Employee Signature _____

Print _____

Date _____

Clinical Nurse Position Description Addendum

Professional Practice Competency Domains and Associated Knowledge, Skills and Attitudes

***The Competencies under each domain are progressive. Achievement of competency at one level requires competency of characteristics at lower levels. For example, Expert competency also requires competency at the Colleague and New to Practice/Apprentice level.

Continuous Quality Improvement			
Utilizes data and QI methods to identify potential and actual problems and opportunities to provide care that is safe, timely, efficient, effective, and equitable			
Impact and Scope: Self/patient	Impact and Scope: Unit	Impact and Scope: Department/Service Line	Impact and Scope: Organization/Health System
Clinical Nurse I-New to Practice/Apprentice	Clinical Nurse II-Colleague	Clinical Nurse III-Expert	Clinical Nurse IV-Master
<ul style="list-style-type: none"> • Recognizes how data is used in QI efforts • Describes the use of QI processes • States an understanding of how unit quality affects system effectiveness • Participates as a team member on a performance improvement project 	<ul style="list-style-type: none"> • Participates in the design, review, and evaluation of QI data and initiatives at the unit level • Integrates QI initiatives into individual plan of care • Links initiatives or projects to Penn Medicine’s Quality Blueprint Imperatives • Focuses efforts to improve the quality of health care • Identifies QI tools, methods, and mindset 	<ul style="list-style-type: none"> • Participates in the design, review, and evaluation of QI data and initiatives at the department or service-line level • Integrates multiple sources of data (such as NDNQI, HCAHPS, Core Measures, and others) in initiatives to improve outcomes • Lead and helps sustain a QI project within a unit • Analyzes QI data with respect to organizational goals and national benchmarks, and uses it to inform and select QI initiatives • Accesses unit-specific data and identifies trends to improve outcomes 	<ul style="list-style-type: none"> • Demonstrates a mastery of all KSAs • Participates in the design, review, and evaluation of QI data and initiatives at the entity or system level • Considers role of external stakeholders in QI initiatives and priorities • Mentors CN II and CN III level nurses to build their capability and capacity for QI within Nursing • Leads and helps sustain a QI project within a department or service line

Evidence Based Practice and Research

Evaluates and integrates best current evidence with clinical expertise and patient/family preferences and values for delivery of optimal health care and system effectiveness

Impact and Scope: Self/patient	Impact and Scope: Unit	Impact and Scope: Department/Service Line	Impact and Scope: Organization/Health System
Clinical Nurse I-New to Practice/Apprentice	Clinical Nurse II-Colleague	Clinical Nurse III-Expert	Clinical Nurse IV-Master
<ul style="list-style-type: none"> • Elicits and respects patient and family values when considering EBP decisions • Participates in data collection, research or both • Consults with experts when the basis for practice is questioned 	<ul style="list-style-type: none"> • Utilizes the EBP process: generates clinical questions, searches and evaluates the quality of evidence, considers expert clinical knowledge and patient preferences and values, and applies it to practice • Questions current practice and develops a sense of clinical inquiry • Locates current evidence and resources related to clinical practice 	<ul style="list-style-type: none"> • Mentors staff, acts as a role model, and acts as a resource regarding use of the EBP process • Evaluates clinical practice guidelines • Analyzes the applicability of research findings to individual patient situations • Evaluates policies to ensure alignment with current practice and the best available evidence • Evaluates the outcomes of EBP initiatives 	<ul style="list-style-type: none"> • Demonstrates a mastery of all KSAs • Mentors and leads others • Takes a leadership role in the development or implementation of research and EBP projects • Seeks opportunities to present evidence findings at local, state, or national conferences or through publication or peer reviewed journals • Interprets research and uses scientific inquiry to validate and/ or change clinical practice • Disseminates findings

Leadership

Effectively collaborates and applies innovative, systems thinking to engage in systematic, evidence-based problem-solving and decision making to promote effective changes within a complex care delivery system supporting the vision of Penn Medicine.

Impact and Scope: Self/patient	Impact and Scope: Unit	Impact and Scope: Department/Service Line	Impact and Scope: Organization/Health System
Clinical Nurse I-New to Practice/Apprentice	Clinical Nurse II-Colleague	Clinical Nurse III-Expert	Clinical Nurse IV-Master
<ul style="list-style-type: none"> • Supervises nursing care that is provided by others and for which the nurse is responsible, by using best practices of management, leadership, and evaluation • Delegates and collaborates effectively to meet patient care needs • Listens objectively to all sides of an issue before making a judgment • Demonstrates engagement in unit and system initiatives • Communicates thoughts, feelings, and ideas to justify a position • Employs appropriate social skills • Demonstrates ability to learn on the fly • Develops conflict resolution skills for self and team members • Initiates actions to resolve conflict 	<ul style="list-style-type: none"> • Communicates confidently with team members, adapting one’s own style of communicating to meet the needs of the team and situation • Identifies and embraces the need for change and new approaches to care when supported by evidence • Demonstrates appropriate use and allocation of resources • Establishes oneself as a credible health care provider and resource • Identifies diverse viewpoints and manages conflict 	<ul style="list-style-type: none"> • Develops and leads change strategies based on system initiatives and current evidence • Models and facilitates effective communication among peers and the intra-professional team through the use of debriefings, peer feedback, huddles, chains of communication and command, and coaching • Collaborates with others to improve quality and clinical effectiveness by enhancing efficiency, optimal resource use and fiscal responsibility • Contributes to the professional development of others (for example, through mentoring, acting as a preceptor, or serving as a care team leader) • Participates in the design and implementation of systems that support effective inter-professional collaboration • Considers the impact of nursing decisions on health care as a whole • Serves as a change agent, assisting others in understanding the importance, necessity, impact, and process of change • Promotes nursing leadership as both a science and an art 	<ul style="list-style-type: none"> • Demonstrates a mastery of all KSAs • Mentors and leads others

Person and Family Centered Care

Recognizes the patient (or the patient’s designee) as the source of control and full partner in providing compassionate and coordinated care based on respect for the patient’s preferences, values, and needs.

Impact and Scope: Self/patient	Impact and Scope: Unit	Impact and Scope: Department/Service Line	Impact and Scope: Organization/Health System
Clinical Nurse I-New to Practice/Apprentice	Clinical Nurse II-Colleague	Clinical Nurse III-Expert	Clinical Nurse IV-Master
<ul style="list-style-type: none"> • Seeks to develop and understand effective communication with patients and families regarding the clinical plan of care • Engages patients and families in active partnerships to plan and deliver care • Is aware of and is able to locate all advance care planning documentation, and knows the decision maker for their patients in the event that patients cannot speak for themselves • Fosters a healing environment for patients and families • Keeps the patient and family at the center of all decisions • Assesses patient’s and family’s ability and readiness to learn, and adapts the teaching plan accordingly • Completes comprehensive systematic assessment relevant to practice setting • Integrates clinical reasoning and knowledge as the foundation for decision-making • Manages patient care assignments appropriate to skill level • Identifies cultural needs and perspectives in the relief of pain, discomfort, and suffering • Incorporates cultural competence, diversity, and inclusion into practice • Views each patient as a unique person • Supports a culture that values diversity and promotes inclusion • Balances patient’s rights and organization’s responsibilities in providing professional and ethical care • Utilizes ethical, legal, and regulatory principles in the provision of care • Establishes a therapeutic relationship with the patient and family • Assumes responsibility and authority for establishing a therapeutic relationship with the patient and creating an individualized plan of care, and 	<ul style="list-style-type: none"> • Manages more complex patient care assignments appropriate to skill level • Participates in building consensus and resolving conflict in the context of patient care • Demonstrates the ability to see the “big picture” • Uses clinical experience and historical patient responses as a way to develop and refine practice • Is able to speak to the patient about advanced care planning, values and end- of- life care before the need for an acute decision arises • Evaluates and considers the implementation of alternative approaches to establishing a healing environment • Engages in problem solving to address complex issues regarding the delivery of safer, high-quality, patient- and family- centered care • Ensures the systems within the area of practice support patient- centered care 	<ul style="list-style-type: none"> • Mentors others to incorporate patients and families in the development of clinical care plans and goals • Analyzes and interprets barriers to the delivery of patient- and family- centered care within the health care setting, and develops strategies to resolve issues and improve outcomes for patients • Disseminates information about outcomes as a result of the use of alternative therapies in the healing environment 	<ul style="list-style-type: none"> • Demonstrates a mastery of all KSAs • Mentors and leads others

<p>assumes accountability for nursing outcomes</p> <ul style="list-style-type: none"> • Empowers the patient and family to take an active role in the care development process • Establishes a therapeutic nurse-patient relationship • Promotes family presence and participation in care in accordance with patient preferences 			
<p>Professionalism</p> <p>Demonstrates a commitment to the nursing profession through life-long learning, adherence to the ANA <i>Code of Ethics for Nurses</i>, participation in a professional organization, and advancing community outreach.</p>			
<p>Impact and Scope: Self/patient</p>	<p>Impact and Scope: Unit</p>	<p>Impact and Scope: Department/Service Line</p>	<p>Impact and Scope: Organization/Health System</p>
<p>Clinical Nurse I-New to Practice/Apprentice</p>	<p>Clinical Nurse II-Colleague</p>	<p>Clinical Nurse III-Expert</p>	<p>Clinical Nurse IV-Master</p>
<ul style="list-style-type: none"> • Seeks to develop effective communication skills and actively contributes to a healthy work environment • Values recommendations of professional nursing organizations • Actively contributes to a healthy work environment (refer to AACN <i>Standards for Establishing and Sustaining Healthy Work Environments</i>) • Participates in shared decision-making and shared governance activities • Participates in activities that promote the development and practice of nursing • Uses appropriate channels of communication to voice concerns and identify solutions (such as shared governance) • Adheres to the ANA's <i>Code of Ethics for Nurses</i> and professional nursing/ organizational standards • Articulates the application of and integrates high ethical standards and core values into everyday work activities • Displays sound moral and ethical character and judgment, and promotes accountability Demonstrates willingness to learn and actively engage in personal, professional growth • Establishes and follows through with personal goals that support unit, organizational, and Penn Medicine goals and imperatives • Participates in formal and informal peer review • Actively seeks and accepts constructive feedback through 	<ul style="list-style-type: none"> • Promotes identification and discussion of ethical concerns • Prepares for certification in a specialty • Fosters and supports the development of others through precepting • Identifies opportunities for improved processes related to moral and ethical dilemmas • Promotes the ANA's <i>Code of Ethics for Nurses</i> and professional nursing and organizational standards • Actively delivers constructive feedback to peers with the purpose of fostering the development and improving performance • Obtains membership and participates in professional organizations 	<ul style="list-style-type: none"> • Exemplifies the ability to build consensus and arrive at a common understanding through effective and skilled communication • Fosters and supports the development of others through precepting and mentorship • Uses resources to engage others in the process of moral and ethical decision making • Uses strategies of coaching and debriefing to help others learn • Identifies the needs of the unit and organizes developmental opportunities • Promotes certification and formal education in others • Analyzes and interprets the barriers to effective communication within the health care setting and develops strategies to improve outcomes • Leads activities that promote the development and practice of nursing 	<ul style="list-style-type: none"> • Demonstrates a mastery of all KSAs • Mentors and leads others

<p>supervisor and peer review</p> <ul style="list-style-type: none">• Demonstrates responsibility for continued competency in nursing practice and develops insight through reflection, self-analysis, self-care, and life-long learning• Participates in community outreach• Uses appropriate channels of communication to voice concerns and identify solutions (such as shared governance)• Articulates the application of and integrates high ethical standards and core values into everyday work activities• Displays sound moral and ethical character and judgment, and promotes accountability• Supports decisions once they have been made and agreed upon, and adjusts practice accordingly			
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Safety

Minimizes risk of harm to patients, families, providers and self through system effectiveness and individual performance.

Impact and Scope: Self/patient	Impact and Scope: Unit	Impact and Scope: Department/Service Line	Impact and Scope: Organization/Health System
Clinical Nurse I-New to Practice/Apprentice	Clinical Nurse II-Colleague	Clinical Nurse III-Expert	Clinical Nurse IV-Master
<ul style="list-style-type: none"> • Recognizes an unsafe situation • Responds appropriately to unsafe situations • Responds to patient and family safety concerns • Integrates safety principles and National Patient Safety Goals into own practice • Uses available resources to prevent injury • Recognizes own limitations and seeks assistance when indicated • Uses organizational error reporting systems for near miss and error reporting • Utilizes pharmacotherapeutics to ensure the best possible outcomes for patients • Recognizes the benefits and limitations of safety enhancing technologies • Practices autonomously within their scope as defined by the PA State Board of Nursing and the American Nurses Association <i>Scope and Standards of Practice</i>, including standards for safe medication administration • Delegates work appropriately and provides direction and guidance to clinical support personnel • Engages patient and family in partnership to promote safety • Communicates concerns related to safety risks to patients, families and the health care team • Acknowledges and discusses risks associated with transitions • Is able to articulate the appropriate documentation of unsafe events and propose solutions to correct future occurrences • Promotes active patient and family engagement in care 	<ul style="list-style-type: none"> • Serves as resource person for safety concerns • Demonstrates skills in problem solving, conflict resolution, and negotiation • Participates appropriately in analyzing errors and designing system improvements 	<ul style="list-style-type: none"> • Implements strategies to create a culture of safety based on best practices and evidence in the literature • Coordinates complex care across disciplines and professions • Champions technologies that support clinical decision making and error prevention • Designs and implements strategies to create a culture of safety based on best practices and evidence in the literature • Uses benchmark data to identify gaps in safety • Mentors staff in developing, implementing, and evaluating strategies to close gaps in care quality and safety 	<ul style="list-style-type: none"> • Demonstrates a mastery of all KSAs • Mentors and leads others

Teamwork

Effectively engages in the process of cooperation, coordination, and collaboration in their efforts to provide for safe, quality outcomes for patients within an inter and intra-professional teams, including virtual teams.

Impact and Scope: Self/patient	Impact and Scope: Unit	Impact and Scope: Department/Service Line	Impact and Scope: Organization/Health System
Clinical Nurse I-New to Practice/Apprentice	Clinical Nurse II-Colleague	Clinical Nurse III-Expert	Clinical Nurse IV-Master
<ul style="list-style-type: none"> • Participates as an effective team member by fostering open communication and shared decision making • Initiates referrals • Recognizes the impact of his or her behavior on others • Embraces the cultural diversity and individuality of health care team members • Acknowledges own contributions to effective and ineffective team functioning • Uses respectful language appropriate for a given difficult situation, crucial conversation, or inter-professional conflict • Demonstrates active engagement in enhancing patient care and promoting a positive workplace environment • Solicits input from other team members to improve individual and team performance 	<ul style="list-style-type: none"> • Continuously plans for improvement in effective team development • Asserts his or her own position or perspective, and supports discussions about patient care and the work environment • Initiates a plan for self-development as a team member • Applies leadership skills that support collaborative practice and team effectiveness • Demonstrates team values that orient people to care about performance and the success of others and the organization • Describes the roles and scopes of practice of inter-professional team members, as well as his or her own role within the team 	<ul style="list-style-type: none"> • Performs effectively on inter-professional teams in various team roles and settings • Mentors others who will assume role of team leader • Creates a team based on identified gaps and needs in patient care or workplace environment • Analyzes strategies that influence the ability to initiate and sustain partnerships with members of nursing and inter-professional teams • Creates conditions that promote creative, innovative, and positive process outcomes • Evaluates a team based on principles of team dynamics and identified gaps and needs in patient care or workplace environment • Appraises leadership practices that support collaborative practice and team effectiveness 	<ul style="list-style-type: none"> • Demonstrates a mastery of all KSAs • Mentors and leads others • Effectively leads inter- or intra-professional teams in a variety of settings

Technology / Informatics

Utilizes appropriate information and technology to communicate, manage knowledge, mitigate error, and support decision making across the continuum.

Impact and Scope: Self/patient	Impact and Scope: Unit	Impact and Scope: Department/Service Line	Impact and Scope: Organization/Health System
Clinical Nurse I-New to Practice/Apprentice	Clinical Nurse II-Colleague	Clinical Nurse III-Expert	Clinical Nurse IV-Master
<ul style="list-style-type: none"> • Demonstrates the ability to use clinical systems and technology to accomplish a specific task • Protects patient confidentiality • Documents and plans patient care in an EMR • Consistently provides accurate, timely and complete documentation in the EMR • Consistently utilizes the EMR to communicate with the care team and evaluate patient needs • Identifies and responds appropriately to clinical decision support notifications and alerts • Takes part in risk evaluation and states an understanding of the legal implications of late and inaccurate EMR documentation 	<ul style="list-style-type: none"> • Serves as a resource for other nurses in for how to document and plan nursing care utilizing technology • Models behaviors that support the implementation and appropriate use of clinical systems and technology in providing safe patient care • Promotes communication technologies that support clinical decision making, error prevention, care coordination and, protection of patient privacy • Searches, retrieves, and manages data needed to make decisions, using information and knowledge management systems • Evaluates information and its source critically, and incorporates selected information into his or her own knowledge base and value system • With nursing colleagues, acts as a champion for clear, concise, and timely documentation • Anticipates unintended consequences of new technology and responds proactively • Demonstrates an understanding of the principles upon which organizational and professional health care information systems are based • Integrates the use of clinical information systems to coordinate and anticipate care across the continuum • Stays knowledgeable about technology on the horizon 	<ul style="list-style-type: none"> • Serve as an expert and champion in the use of technologies that support clinical decisions making, error prevention, and protection of patient privacy • Assists others in retrieving and managing data needed to make decisions, using information and knowledge management systems • Applies clinical expertise to the selection, design, implementation and evaluation of information systems and their application in the clinical setting • Participates in the design and ongoing optimization of the EMR to adapt to the changing technological environment of the inpatient setting 	<ul style="list-style-type: none"> • Demonstrates a mastery of all KSAs • Mentors and leads others