

**SE3EO: The organization supports nurses' continuous professional development.**

Provide one example, with supporting evidence, illustrating that the organization has met a targeted goal for improvement in professional nursing certification. Supporting evidence must be submitted in the form of a graph with a data table that clearly displays the data.

And

Provide one example, with supporting evidence, illustrating that nursing has met a targeted goal for improvement in professional nursing certification by unit or division. Supporting evidence must be submitted in the form of a graph with a data table that clearly displays the data.

Introduction:

Professional certification is valued and encouraged at UVA Health System. As a multi-specialty organization, certification allows our nurses to demonstrate their commitment to the highly complex patient populations that we serve. As we continue to grow our culture of lifelong learning, certification is upheld as an important aspect of professional growth.

The organization supports continuous professional development with financial support, workplace and schedule flexibility, provision of learning resources, and continuing education. The following bullet points describe structures and processes that encourage and support professional certification:

- Human Resources Policy 301 – Educational Assistance includes reimbursement for certification fees and preparation courses.
- Clinical-ladder requirements; certification required for Clinician IV.
- Certification prep courses supported by the Health System.
- Study materials are available on Kindles and are available for checkout from the Health Sciences Library.
- CE Direct access for certification preparation, as well as recertification CEUs.
- Contact-hour programs offered internally, which staff can use to support certification-renewal requirements.
- Comprehensive certification information available on the PNSO website; “Certification Toolkit” supports staff interest in pursuing certification.
- Certification month celebrations:
 - Certification Rally – celebration hosted by the PNSO Professional Development Committee. The first portion of the event celebrates nurses who are currently certified. The second portion of the event occurs when those

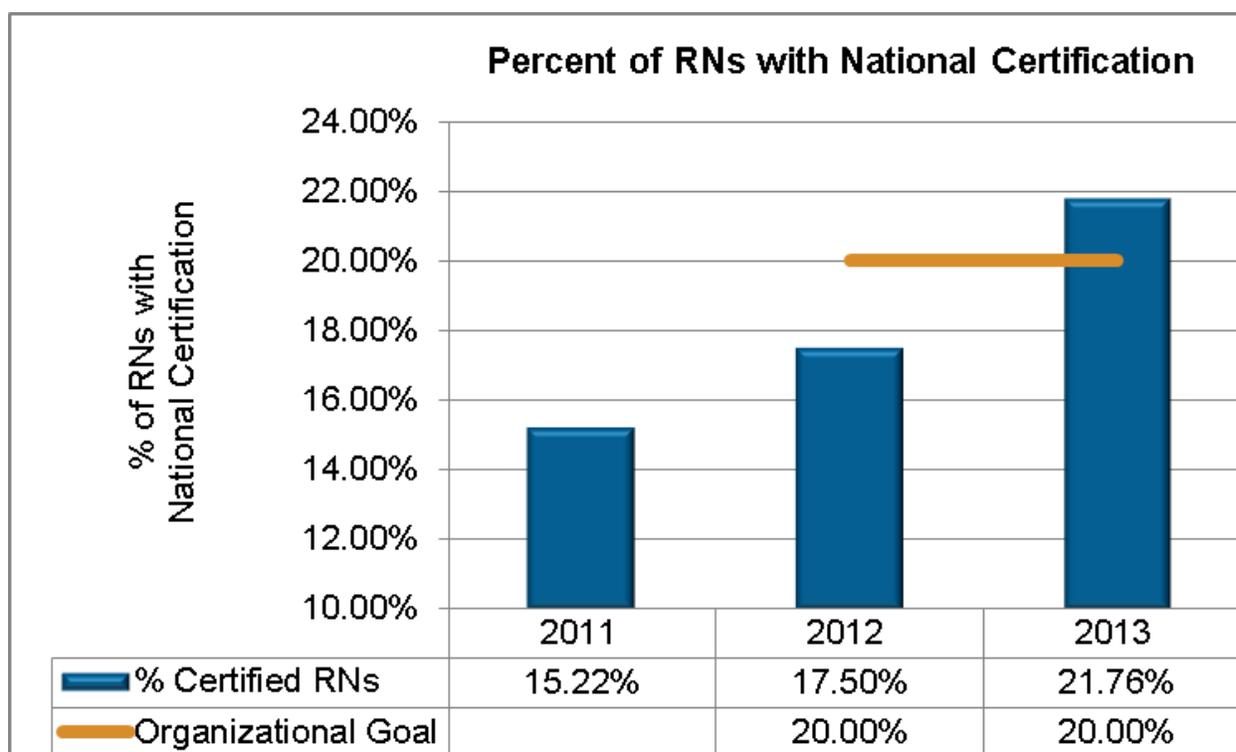


- nurses return to their practice settings and send nurses who are not yet certified to the event to learn about certification.
- Certification cart rounds that visit clinical areas to bring information about certification resources to nurses and answer questions.
- Certification recognition plaques in each practice area.

Example 1: Organization has met a targeted goal of 20% of Registered Nurses to achieve professional nursing certification by December 31, 2013.

In May 2012, the PNSO Cabinet set a goal to reach a certification rate of 20% by the end of calendar year 2013.

SE3EO Figure 1. Percent of RNs with National Certification



Example 2: Unit or division: All units will achieve 10% of Registered Nurses achieving professional nursing certification by December 31, 2013.

In May 2012, the PNSO Cabinet set a goal for each unit to reach a certification rate of 10% by the end of calendar year 2013.



The nurses of 4 Central exceeded their goal of 10% specialty certification by the end of 2013 by creating an environment that values and expects nurse certification. Unit recognition for certification is strong, and nurses who become eligible to take the exam are encouraged to do so. In November 2012, 4 Central added intermediate vascular beds, and as nurses expanded their knowledge base for this specialty population, they cultivated a more developed specialty identity. Experienced nurses on 4 Central are eager to share, educate and mentor novice nurses and demonstrate that success is attainable. The leaders on the unit provide information about financial support available from the organization and serve as certification coaches for those pursuing specialty certification.

SE3EO Figure 2. 4 Central Percentage of RNs With Specialty Nursing Certification

