



Recertification Self-Assessment

The first step in CNS-CP recertification is the completion of a self-assessment. During the self-assessment, the CNS-CP takes the initiative to identify educational and practice opportunities for improvement in practice.

This self-assessment tool serves as:

- an evaluation of current level of competency.
- a guide to identify areas of growth and improvement.
- an opportunity for ongoing learning to achieve continued competency.

This self-assessment is based on:

- The CNS-CP task statements developed during the CNS-CP Job Analysis and includes 6 subject areas: Clinical Expert in Advanced Practice Perioperative Care; Consultant (Intra- and Multidisciplinary); Education (nurse, other healthcare providers, patient, family, and community); Clinical Inquiry; Organizational/Systems Thinking; and Professional Accountability.
- Statement on Clinical Nurse Specialist Practice and Education, 3rd Ed. (2019).
- Expert opinion by the CNS-CP Advisory Council

The self-assessment should consider (list is not all-inclusive)

- Global, national, regional, or local issues/trends
- Regulations/standards
- Changes in EBP
- New procedures, equipment, services, technology
- Process changes

Points awarded for self-assessment: 10 (an additional 5 points may be earned if self-assessment is submitted in the first 2 years of the accrual window)

Instructions: Score skills for each subject area based on the following criteria. % is based on how often the CNS-CP uses skill in everyday practice. The results of the self-assessment will be used to select two competencies to be included in the learning plan.

Key: 1= Has opportunity to perform skill as part of role less than 25% of time

2= Has opportunity to perform skill as part of role 25-50% of time

3= Has opportunity to perform skill as part of role 50-75% of time

4= Has opportunity to perform skill as part of role at least 75% of time

Definitions

- Competency=actual performance of a skill
- Competence=potential ability to perform safely and independently in a given situation

References:

CCI. (2014). Task and knowledge statements. *CNS-CP Job Analysis*. Denver, CO: Author.

NACNS. (2019). Clinical Nurse Specialist core competencies. In *Statement on Clinical Nurse Specialist Practice and Education* (3rd ed.). Chapter 3, pp. 25-28. Available at <https://nacns.org/professional-resources/practice-and-cns-role/cns-competencies/>

Wright, D. (2005). *The ultimate guide to competency assessment in health care* (3rd ed.). Minneapolis, MN: Creative Health Care Management, Inc.

Subject Area: Clinical Expert in Advanced Perioperative Care 30%

Key terms: Assess, diagnose, plan, implement, evaluate, complex patient, discharge planning, education, clinical judgment, support system, alterations in health status/signs and symptoms, holistic care, evidence-based practice

CNS-CP COMPETENCY STATEMENTS	1	2	3	4
1. Develop and/or implement systems (methods) to ensure safe practices (environments).				
2. Demonstrate complex clinical judgment/reasoning in perioperative nursing care.				
3. Conduct comprehensive, holistic wellness/illness assessments using evidence-based techniques, tools, and methods.				
4. Obtain patient data to formulate appropriate plans of care and outcome measures based on the needs of the perioperative patient population.				
5. Determine the presence and adequacy of a patient’s support system and prescribes necessary modalities.				
6. Collaborate with patients and families regarding discharge planning (i.e., wound care, pain management plan).				
7. Formulate differential diagnosis.				
8. Incorporate the patient's psychological, philosophical, cultural, and spiritual beliefs, values, and wishes concerning care when formulating the treatment plan.				
9. Use relationship-building communication to promote health and wellness, healing, self-care, and peaceful end-of-life.				
10. Facilitate and advocates for patient and family understanding of the risks, benefits, and outcomes of proposed healthcare regimens to promote informed, shared decision-making.				

11.Independently integrate and apply in-depth principles of traditional, complementary, and alternative medicine to ensure optimal patient outcomes.				
12.Prescribes medications, therapeutics, diagnostic studies, equipment, and procedures to manage the health issues of patients				
13.Formulate individualized treatment plans.				
14.Design evidence-based, cost-effective interventions, including advanced nursing therapies, to meet the multi-faceted needs of complex patients.				
15.Implements customized evidence-based advanced nursing interventions, including the provision of direct care.				
16.Diagnose, interpret findings, and manage the patient for signs and symptoms of alterations in health status.				
17.Provide anticipatory guidance for expected and potential situational changes.				
18.Synthesize knowledge of therapeutic regimens and patient response for evaluation of care.				
19.Evaluates impact of nursing interventions on patient/population outcomes using a scientific approach.				
20.Evaluate protective measures to prevent alterations in health status of individuals and groups at risk.				

If applicable, a competency (or competencies) from this subject area that is a priority for enhancing my practice/continued learning is (provide #):

Comments:

Subject Area: Consultant (Intra- and multidisciplinary) 15%

Key terms: Consult, collaborate, multi-disciplinary, intradisciplinary (nursing), quality, outcomes, cost-effective, expert, resource

CNS-CP COMPETENCY STATEMENTS	1	2	3	4
1. Collaborate with other disciplines and coordinates multidisciplinary activities (e.g., education, consultation, patient management, research opportunities) to enhance patient care.				
2. Consult with the appropriate health care providers to initiate new treatments or change existing treatments.				
3. Provide consultation services to the organization to achieve quality, cost-effective outcomes for perioperative patients.				
4. Serve as an expert resource on perioperative issues.				
5. Provides leadership for collaborative, evidence-based revision of diagnoses and plans of care to improve individual, family, community, and/or population outcomes.				
6. Provides expert specialty consultation to staff nurses related to complex patient care needs.				
7. Recognizes program resources (financial, human, material, or informational) to facilitate safe, effective, efficient care.				
8. Uses advanced communication skills in complex situations and difficult conversations.				
9. Facilitates resolution of ethical conflicts in complex patient care situations.				
10. Facilitates the removal of barriers to patient care by promoting equitable, culturally competent, and inclusive care that addresses the needs of a diverse perioperative patient population.				
11. Employs conflict management and negotiation skills to promote a healthy work environment.				
12. Provides leadership for the interprofessional team in identifying, developing, implementing, and evaluating evidence-based practices and research opportunities (e.g., translating evidence into practice).				

If applicable, a competency (or competencies) from this subject area that is a priority for enhancing my

practice/continued learning is (provide #):

Comments:

Subject Area: Education (Nurse, other healthcare providers, patient, family, and community) 15%

Instructions: in designing educational materials, it is expected that the CNS is employing educational strategies that consider readiness to learn, individual preferences, health literacy, and other social determinants that can influence or affect learning.

CNS-CP COMPETENCY STATEMENTS	1	2	3	4
1. Develop perioperative educational programs for				
a. healthcare professionals				
b. individual patients, groups of patients, and their designated support persons based on identified needs of the community				
c. the community				
2. Coordinate perioperative educational programs for individual patients, groups of patients, and their designated support persons based on identified needs for				
a. healthcare professionals				
b. individual patients, groups of patients, and their designated support persons based on identified needs				
c. the community				
3. Implement perioperative educational programs for individual patients, groups of patients, and their designated support persons based on identified needs for				
a. healthcare professionals				
b. individual patients, groups of patients, and their designated support persons based on identified needs				
c. the community				
4. Evaluate perioperative educational programs for individual patients, groups of patients, and their				

designated support persons based on identified needs for				
a. healthcare professionals				
b. individual patients, groups of patients, and their designated support persons based on identified needs				
c. the community				
5. Link teaching to evidence-based practice and its effects on clinical and fiscal outcomes.				
6. Educates and advocates for the APRN roles to patients, public, and/or other health care professionals. keep				
7. Uses appropriate resources (written materials, subject matter experts) in the development and implementation of patient education materials. keep				

If applicable, a competency (or competencies) from this subject area that is a priority for enhancing my

Comments:

Subject Area: Clinical Inquiry 15%

Key terms: Outcomes, patient safety, research, scientific inquiry, clinical inquiry, dissemination, evidence-based practice, guidelines, standards, process improvement

CNS-CP COMPETENCY STATEMENTS	1	2	3	4
1. Evaluate health outcomes to assist in shaping health care and nursing practice.				
2. Evaluate the outcomes of patient safety initiatives.				
3. Interpret research findings and use scientific inquiry to validate and/or change clinical practice				
4. Participate in the generation, application, and/or dissemination of research and evidence-based practice.				
5. Promote the use of nationally accepted clinical practice guidelines and standards.				

6. Provide leadership when applying research to practice innovations which enhance patient care.	
7. Submit findings of clinical research, evidence-based practice, and process improvement projects to scholarly journals and/or poster or educational sessions at conferences.	
8. Facilitates opportunities for clinical nurses, students, and others to acquire new knowledge and skills to foster professional development.	
9. Analyzes the ethical impact of scientific advances, including cost and clinical effectiveness, on patient and family values and preferences.	
10. Leads and participates in systematic quality improvement and safety initiatives based on precise problem/etiology identification, gap analysis, and process evaluation.	

If applicable, a competency (or competencies) from this subject area that is a priority for enhancing my practice/continued learning is (provide #):

Comments:

Subject Area: Organizational/Systems Thinking 16%

Key terms: Organization, policy, health services, system awareness, outcomes, risk management, performance improvement, culture of safety, regulations, accreditation, technology, delivery of care, cost, risk analysis, multidisciplinary, respect

Instructions: Performance of system-level assessments to identify variables that influence nursing practice and outcomes may include one or more of the following:

- *Population variables*
- *Regulatory requirements*
- *Internal and external influences/stability*
- *Recurring practices that enhance or compromise patient or system outcomes*

CNS-CP COMPETENCY STATEMENTS	1	2	3	4
1. Actively participate in the organization's method of financing delivery of care.				
2. Analyze human factors that influence adherence to policies, procedures, standards of care, and documentation.				
3. Analyze legislative review and policy making that influences health services.				
4. Cultivate system awareness of advancements in health care through membership in professional organizations.				
5. Evaluate the organization for limitations and recommend improvements that influence patient health outcomes.				
6. Facilitate multidisciplinary groups in designing and/or implementing innovative practices and alternative solutions to patient care issues.				
7. Identify risk management strategies and develop performance improvement programs to establish and maintain a safe therapeutic environment.				
8. Integrate a culture of safety within the organization.				
9. Interpret, or facilitate staff member access to and compliance with, current state, local and federal safety regulations, and accreditation standards (e.g., The Joint Commission, OSHA).				
10. Promote nursing practice that is visionary and inventive to improve delivery of care.				
11. Promote system participation in efforts to diminish cost and unnecessary duplication of testing and diagnostic activities and facilitates timely treatment of patients.				
12. Facilitates the provision of clinically competent care by staff/team through education, role modeling, teambuilding, and quality monitoring.				
13. Acts as a resource person, educator, role model, advocate/mentor to students, health care professionals, and community.				
14. Cultivates a practice environment in which mutual respect, communication, and collaboration contribute to safe, quality outcomes.				
15. Uses leadership, team building, negotiation, collaboration, and conflict resolution to build partnerships within and across systems and/or communities.				

16. Leads and participates in the process of selecting, integrating, managing, and evaluating technology and products to promote safety, quality, efficiency, and optimal health outcomes.				
17. Leads and facilitates change in response to organizational and community needs in a dynamic healthcare environment.				
18. Disseminates CNS practice and fiscal outcomes to internal stakeholders and the public.				
19. Promotes nursing's unique contributions to advancing health to stakeholders (e.g., the organization, community, public, and policymakers).				

If applicable, a competency (or competencies) from this subject area that is a priority for enhancing my practice/continued learning is (provide #):

Comments:

Subject Area: Professional Accountability 8%

Key terms: Standards of practice, APRN, professional accountability, role model, ethics, legislation, equitable health care

CNS-CP COMPETENCY STATEMENTS	1	2	3	4
1. Coach professionals to provide care that leads to the highest standards of practice.				
2. Contribute to the development of services that are consistent, comparable in all settings, and performed within the legal and ethical scope of practice.				
3. Evaluate care according to professional standards and state Advanced Practice nursing regulations.				

4. Fosters professional accountability in self and/or others.				
5. Promote the dimensions of perioperative APRN practice to the public, legislators, policy makers, the nursing profession and other health care professionals.				
6. Serve as a role model to encourage other professionals to remain current within their profession by attending workshops or association meetings, reading journals, and participating on committees.				
7. Utilize an ethical framework to evaluate individual or system issues regarding care.				
8. Facilitate educating patients of the risks, benefits, and expected outcomes of planned procedures, to promote informed consent and shared decision making.				
9. Advocates for nurses to practice to the full extent of their role in the delivery of healthcare.				
10. Fosters a healthy work environment by exhibiting positive regard, conveying mutual respect, and acknowledging the contributions of others.				
11. Facilitates opportunities for nurses, students, and other staff to acquire knowledge and skills that foster professional development.				
12. Engages nurses in activities that promote self-awareness (e.g., invite peer feedback to improve practice).				
13. Mentors nurses to analyze legislative, regulatory, and fiscal policies that affect nursing practice and patient outcomes.				
14. Advocates for equitable healthcare by participating in professional organizations and public policy activities.				
15. Advocates for ethical principles in protecting the dignity, uniqueness, and safety of all.				

If applicable, a competency (or competencies) from this subject area that is a priority for enhancing my practice/continued learning is (provide #):

Comments:
