



# Clinical Nurse Specialist Learning Needs Assessment

This is a foundational tool for the development of an action plan to address the learning needs of the Clinical Nurse Specialist (CNS). It is intended for use by the nurse and his/her direct supervisor during orientation to the position of CNS. 'Learning Needs' refer to the need to gain knowledge or skills to effectively carry out CNS activities in a designated area.

**General Skills:** core abilities needed to function in an Advanced Practice Nursing role

Novice	Expert			
Competencies	Not Applicable	Developing	Refining/Enhancing	Highly Developed
Demonstrate effective communication skills – verbal and written				
Apply conflict resolution skills				
Demonstrate project management skills				
Utilize effective organization/time management				
Demonstrate data management skills				
Demonstrate problem solving and decision making skills				
Demonstrate critical thinking skills				
Assess and influence the culture of the work environment				
Understand and utilize quality assurance principles				
Utilize effective computer skills				
Facilitate group meetings and conferences				
Collaborate with other professionals and disciplines				
Apply knowledge to clinical situations (scholarship)				
Effectively empower nurses, patients and families to improve health				
Apply the College of Registered Nurses of Manitoba "Standard of Nursing Care" to all areas of practice				

**Direct Comprehensive Care:** patient focused activities that include assessments, procedures, interpretation of data and patient counseling within a specific clinical specialty.

Novice	Expert			
Competencies	Not Applicable	Developing	Refining/Enhancing	Highly Developed
Demonstrate disease/condition-specific knowledge				
Demonstrate disease/condition-specific clinical nursing skills				
Perform comprehensive, focused health assessments				
Implement evidence based tools (i.e. practice guidelines) for this population and recognize where to locate this information				
Demonstrate health promotion and prevention skills for this population				
Apply knowledge of how patients/clients/residents flow through the system				
Apply critical thinking and decision making to formulate a comprehensive care plan				
Monitor patient response to treatment plans				
Evaluate plan of care through clinically sound reasoning and use of established outcome criteria				
Provide consultation to nursing and other care providers				
Apply theories of family dynamics				
Provide health education to clients and families				

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## Direct Comprehensive Care continued:

Competencies	Not Applicable	Developing	Refining/Enhancing	Highly Developed
Demonstrate cultural competence and provide appropriate resources to individuals from diverse backgrounds				
Recognize ethical issues inherent in health care delivery and facilitate client decision making about their health				
Provide patient/family counseling				
Coordinate patient care by liaising with other health care providers, agencies and community resources				
Act as a clinical expert/resource to establish, maintain and improve patient care delivery				

**Research:** practice that challenges the status quo and seeks better patient care through scientific inquiry and incorporating evidence-based practice into direct patient care.

Novice				Expert
Competencies	Not Applicable	Developing	Refining/Enhancing	Highly Developed
Search and obtain appropriate literature				
Critically analyze research literature and apply relevant research to practice				
Apply principles of evidence-based practice				
Identify/analyze patient care issues				
Facilitate effective change management				
Identify and develop questions for research, evidence based practice and/or quality initiatives from clinical practice				
Use & interpret statistics				
Write a research proposal				
Obtain research funding				
Apply for ethics approval and site access				
Perform qualitative research				
Perform quantitative research				
Facilitate utilization of research findings into clinical practice by all health care team members				

**Education:** contributions to caregiver, student and public learning related to health and illness.

Novice				Expert
Competencies	Not Applicable	Developing	Refining/Enhancing	Highly Developed
Identify learning needs of various populations and contribute to the development of educational programs/resources				
Apply behavior change principles				
Demonstrate knowledge of characteristics of effective educational tools and resources				
Act as an mentor and preceptor for members of the health care team				
Provide appropriate patient/family education				
Contribute to formal and informal education for nursing and other health care professionals				
Demonstrate knowledge of teaching methods and learning styles				
Facilitate group learning				
Demonstrate awareness of available resources				
Facilitate use of available resources				
Evaluate education programs and recommend revisions				
Facilitate professional nursing development through education				



# Clinical Nurse Specialist Learning Needs Assessment

**Publication and Professional Leadership:** promotion and disseminations of nursing and health care knowledge beyond the individual practice setting.

Novice	Expert			
Competencies	Not Applicable	Developing	Refining/Enhancing	Highly Developed
Disseminate nursing knowledge and research findings through presentation and/or publications at local, regional, national and international level				
Explain and promote the CNS role to patients, nurses and other health care professionals				
Provide leadership in analysis of key issues within the clinical area				
Participate in policy making activities to influence practice, health services and public policy				
Provide leadership in quality improvement and patient safety activities within an area of expertise				
Act as a resource or committee member in professional organizations				
Represent a professional nursing image at institutional and community forums				
Demonstrate leadership skills, expertise, and an in-depth knowledge base consistent with advanced practice nursing				

**Support of System:** professional contributions to standards, quality initiatives, and development of policies, procedures and practice guidelines to optimize nursing practice within the institution.

Novice	Expert			
Competencies	Not Applicable	Developing	Refining/Enhancing	Highly Developed
Identify health policy issues related to the population of interest				
Participate in strategic and program planning and evaluation in area of specialty				
Develop, implement and evaluate standards of nursing care within specialty area				
Use specialized knowledge base to assist in clarifying issues and to facilitate change				
Consult other health care and educational institutions and policy makers regarding the delivery of quality patient care				
Consult community groups and patient populations regarding health care issues within area of expertise				
Apply health promotion and prevention strategies and programs appropriate to the population				
Provide support to individuals, families, groups and communities for the development of programs and services, which reflect their health needs and priorities				