

(4) **Nurse II**

Scope: Demonstrates leadership in delivering and improving holistic care through collaborative strategies with others.

NURSE II

EDUCATION	EXPERIENCE	DIMENSION REQUIREMENTS
<p>BSN</p> <p>(OR)</p> <p>Associate Degree or Diploma in Nursing and bachelors degree in a related field</p> <p>(OR)</p> <p>Master’s degree in nursing or related field with BSN or bachelor’s degree in a related field.</p> <p>[If MSN obtained in a Bridge Program, no BSN required.]</p> <p>(OR)</p> <p>Doctoral degree in nursing or meets basic requirements for appointment and has doctoral degree in related field.</p>	<p>Approximately 2-3 years</p> <p>Approximately 2-3 years</p> <p>Approximately 1-2 years</p> <p>None</p>	<p>[PRACTICE</p> <p>1. Practice: Applies the nursing process to systems or processes at the unit/team/work group level to improve care. Demonstrates leadership by involving others in improving care.</p> <p>2. Ethics: Supports and enhances client self-determination. Serves as a resource for clients and staff in addressing ethical issues.</p> <p>3. Resource Utilization: Identifies and assesses resource utilization and safety issues, taking appropriate action.</p> <p>PROFESSIONAL DEVELOPMENT</p> <p>1. Education/Career Development: Acquires knowledge and skills to maintain expertise in area of practice. Participates in educational activities to improve clinical knowledge and enhance role performance.</p> <p>2. Performance: Evaluates practice of self and others using professional standards, relevant statutes, and regulations. Takes action to improve performance.</p> <p>COLLABORATION</p> <p>1. Collaboration: Uses group process to identify, analyze, and resolve care problems.</p> <p>2. Collegiality: Educates colleagues and/or students and serves as a preceptor and/or mentor.</p> <p>SCIENTIFIC INQUIRY</p> <p>1. Quality of Care: Initiates/participates in quality improvement activities that result in approved outcomes.</p> <p>2. Research: Uses a body of research to validate and/or change work group practice.]</p>