

ONE Award Application Questions

Please refer to the award application page on the NAON website for links to download the ONE Award Guideline and the Scoring Grid, for your reference. Please read the guidelines document prior to completing the ONE Award application.

This document has been provided to assist in your completion of the award application. Once you begin the application, it must be submitted in its entirety. The following categories and questions make up the application. Please utilize this document to help you prepare your answers for submission.

NURSING LEADERSHIP:

1. Describe the roles, qualifications, and educational preparation for nursing leaders: Nurse Manager, Clinical Leaders, Charge Nurse, Education Coordinator, and other leadership positions (narratives/examples).
2. Discuss specific examples that support a healthy work environment through:
 - a. Respectful interprofessional communication.
 - b. Just culture.
 - c. Safeguards against lateral and workplace violence.
 - d. Elements of work/life balance in practice.
3. Shared Governance:
 - a. Define how leaders are involved in activities that support shared leader and care team member decision making.
 - b. Provide examples of unit councils, interprofessional team meetings, etc.
4. What is the unit's vision statement?
 - a. Describe the process the unit employs related to the vision.
5. What are the types of recognition or awards provided to nurses?
6. Retention rate for nurses on the unit: Yearly Rate ____%
 - a. Elaborate on efforts to recruit and retain nurses in the specialty area of orthopaedics.
 - i. How do you specifically retain new graduates beyond 1 year?
 - b. Identify reasons orthopaedic nurses leave unit positions (e.g., interest in other specialties, geographical move, professional advancement, better opportunities).
7. Describe how nurses participate in teams that promote positive change (e.g., Magnet stories, examples of nurse physician collaboration, interprofessional problem solving). Elaborate on the outcomes that have been measured related to these efforts.

PROFESSIONAL DEVELOPMENT:

1. Discuss how professional education related to orthopaedics is supported for nurses.
 - a. Are nurses encouraged to obtain BSN education?
2. Percentage of unit RNs that are current members of a Professional Nursing Organization:
 - a. National Association of Orthopaedic Nurses (NAON) ____%
 - b. Other Professional Nursing Organization ____%
 - i. Please list other organizations

3. Orthopaedic Nursing Certification
 - a. Percentage of eligible nurses for certification practicing orthopaedic nursing 2 years or more? ____%
 - b. Percentage of RNs currently certified for Orthopaedic Nurse Certified (ONC) through the Orthopaedic Nurses Certification Board (ONCB) ____%
 - c. Percentage of other nursing certifications ____%
 - i. Please list certifications
4. Describe and provide documented evidence that the following elements are in place:
 - o Support is provided for nurses to attend conferences outside the organization, including NAON's Annual Congress.
 - o Membership in professional nursing organizations is supported for nurses at every level, including but not limited to NAON.
 - o Career ladder of program(s) meets the intent of professional development.
 - o Support is provided for lifelong learning and/or higher education.

Provide a narrative written by a direct care nurse who took advantage of one of the above selected opportunities. Include a description of the opportunity and the date(s) occurred.

5. Provide narratives written by direct care nurses who have increased their nursing competence level post-orientation to facilitate professional development. This narrative should include a description regarding how any activities led to professional development.

COMMITMENT TO EXCELLENCE:

1. Provide current data on 2 leading quality indicators of patient outcomes.
 - a. Describe how nursing has impacted these outcomes with the inter-professional team
 - b. Give examples of how outcome data are used for decision-making and improving care processes.
2. Describe how nurses on the unit are informed of new policy or procedure changes and evidence-based practice (EBP) or clinical practice guidelines (CPGs). How is this brought forward?
 - a. Outline methods used for nurses to receive and understand changes.
3. Describe how new knowledge is translated from evidence-based research into bedside/unit practice.
4. Describe how the unit responds to discharge disposition challenges that may be less than optimal for the patient's recovery.
5. Identify community settings or programs in which nurses have participated to promote health in the community (e.g., bone health screening, health fairs, community education of fall prevention, Fit to a T or other organized presentations).

KNOWLEDGE AND COMPETENCY:

1. Orientation of new orthopaedic nurses:
 - a. Describe the unit's orientation plan for new hires and transfers.
 - b. Detail the initial training that the nursing staff receive during the onboarding orientation process.

- c. Outline the training matrix/competency checklist nurses are trained to when they first are hired into the unit.

You may upload a blank example of your onboarding documentation used as evidence to support this.

2. What is the time frame allotted for the new nurse to complete their orientation track?
 - a. What is the process followed if the nurse fails to successfully complete the onboarding process
 - b. How is certification with the Orthopaedic Nurse Certified (ONC) or other appropriate certification (relevant to the unit) worked in to the training and preparation of the nurse? (Please list other certifications)
3. Staffing patterns, use of float staff:
 - a. Outline how staffing needs are flexed to accommodate the needs of the Orthopaedic patient population.
 - b. Does this unit utilize float nurses or contract nurses?
 - c. How are float nurses prepared to work on this unit?
4. Describe ongoing education to maintain the unit's identified orthopaedic nursing competencies: For example- skills fairs, competency demonstrations, inter-professional updates, review courses, etc.

You may upload a blank example of your ongoing documentation used as evidence to support this.

5. Please identify one or two areas that your unit is addressing knowledge/competency needs, and what you are currently doing to meet that need.

Please upload any documentation to support your response.