

## Professional Development Framework

### Implementation Team Chronicles



#### *Day 5 (of nine) for the Professional Development Framework Implementation Team:*

**August 16, 2005** .When all is said and done: What will be the items that go into an application to progress to a new level in the Framework classification system? How will the necessary information be communicated to everyone? What will be priorities in assisting interested staff? How will it be known just how well the process is working? Currently each question is the crux of a different task subgroup of the Implementation Team, yet already, the entire Team is interested and participating in the shape of the answers as outlines start to emerge.

Subgroups made the kind of headway that made them realize that they needed each other to proceed further. By the end of the day, groups were beginning to report out (and respond to questions and perceptions of their colleagues in the larger group) on their draft descriptions of each potential element of an application, e.g., a resume, clinical narratives, the "manager voice," the "peer voice," letters of support, interview, and other possibilities such as a sample of tangible work on a policy, procedure, an inservice. Repeatedly, the touchstone recurs: simplicity, if only for the sake of the many potential RNs who will likely want to move to another level sooner than later in the initial year (a majority of whom are now Clinical Nurse I's, qualified and desiring to move to a "C" level) (see "Framework" levels, Addendum D of contract). That practicality of ease and smoothness must be balanced with careful discernment of the level of practice.

What is the value of this current give-and-take among the representatives of UMHS nursing professionals? It turns out that the collective agreements of a purposefully diverse group necessitate thoughtful discussion around the concepts and issues. As the work of small teams gets vetted by the larger group, so, too, will the consensus work of the Implementation Team eventually be engaged by professional nurses Health System-wide. When that time arrives in the next months, then the work of these representatives, who are so carefully considering the many elements, will be more apparent as that which it took to bring about a strong outcome.

*Reported by Lynn Hamilton, MSN, RN, BC*