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Creating a Clinical Ladder Education Program for Perioperative Surgical Services(CLEPPSS)

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Purpose

Search the evidence and best practices related to implementing a customized Clinical Ladder Program in one department.

Practice Question:

Would the use of a customized Clinical Ladder Program increase participation, increase job satisfaction, foster professional development, decrease attrition rate, and ultimately improve patient outcomes?

- P** - Perioperative Surgical Services Nurses eligible for clinical ladder advancement
- I** - Customized CLEPPSS
- C** - Current general professional advancement program education
- O** - Increase participation of Perioperative nurses on the Clinical Ladder, increased job satisfaction

Background

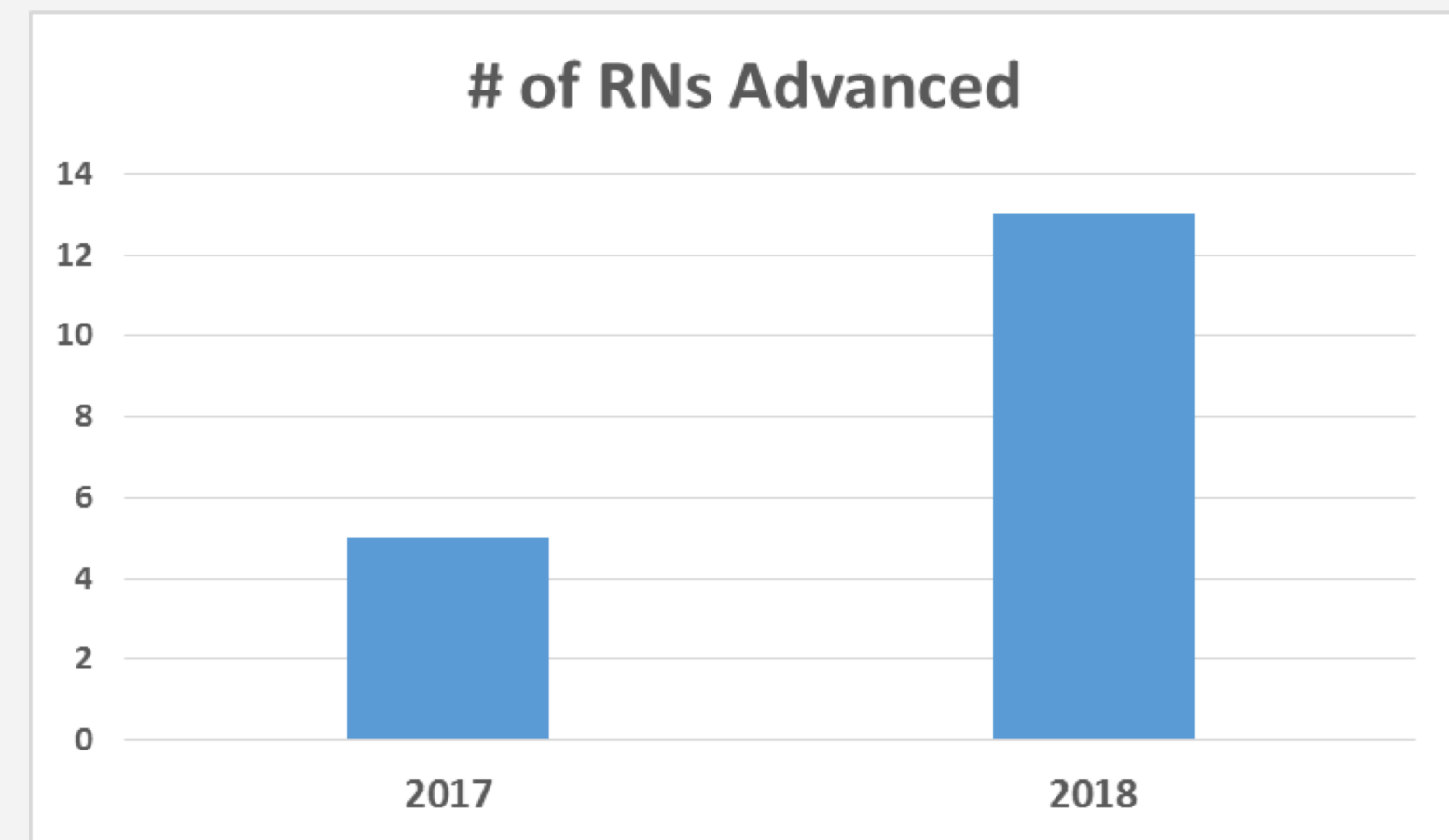
Concerns related to low participation of perioperative nurses on Clinical Ladder was discussed in various forums in relation to:

- In FY 2017 only 5 nurses from the department challenged the Clinical Ladder
- Data from the ANCC National Nursing Excellence Survey indicated that the Main and Ambulatory OR staff did not feel supported in their professional development compared to the other Perioperative Units in the department.
- Internal RedCap survey revealed the need for more coaching & support.
- Development of a customized Clinical Ladder Program (CLEPPSS) based on survey feedback

Methods

- **Databases:** PubMed, CINAHL, ProQuest
- **Keywords:** “professional development”, “career ladder”, “attrition,” “nurse satisfaction”
- **Limits:** English Language, < 20 years old, peer reviewed journals, non-experimental studies.
- **Total articles used in the study: 4**

Category Level	Number of Studies	Overall Rating
III	2	A
IV	2	A,B



Results

The articles reviewed found that Clinical ladder programs:

- Promote mentorship, foster professional development, and improve patients outcomes
- Enhance recruitment and retention of competent experienced staff
- Strengthen quality of nursing practice
- Offer support from management that leads to motivation and job satisfaction
- Demonstrate Magnet principles

Pre-Post Implementation:

As a result of forming the CLEPPSS 13 nurses have been successful on the Clinical Ladder for FY 2018. A jump from 5 nurses the prior year.

Staff feel more support and encouraged by the engagement of their leaders.

Conclusion

A customized Clinical Ladder program does encourage and motivate experienced staff to challenge the ladder and is needed within the Perioperative Surgical Services Department.

Recommendations

- Continue to identify and support high performing staff members to challenge the clinical ladder through the CLEPPSS program
- Recommend Part II of project to collect data on long term goal of decreasing attrition in the department as a result of staff feeling more valued
- Recommend Part II of project to evaluate job satisfaction which can be measured by use of nurse satisfaction survey

*References available on request.

