

Pediatric Clinical Nurse Specialist (Wellness Through Acute Care)

Study of Practice Summary & Test Plan

ACCNS-P



AACN
CERTIFICATION
CORPORATION

Certification Organization for the American Association of Critical-Care Nurses

MISSION

AACN Certification Corporation drives patient health and safety through comprehensive credentialing of acute and critical care nurses ensuring practice consistent with standards of excellence.

VISION

All nurses caring for acutely and critically ill patients and their families are certified.

VALUES

As the Corporation advances its mission and vision to fulfill its purpose and inherent obligation of ensuring the health and safety of patients experiencing acute and critical illness, the Corporation is guided by a set of deeply rooted values:

- **Providing leadership** to bring all stakeholders together to create and foster cultures of excellence and innovation.
- **Acting with integrity** and upholding ethical values and principles in all relationships and the provision of sound, fair and defensible credentialing programs.
- **Committing to excellence** in credentialing programs by striving to exceed industry standards and expectations.
- **Promoting leading edge, research-based credentialing programs** for all nurses who care for and influence the care of acutely and critically ill patients.
- **Demonstrating stewardship** through fair and responsible management of resources and cost-effective business processes.

ETHICS

AACN and AACN Certification Corporation consider the American Nurses Association (ANA) Code of Ethics for Nurses foundational for nursing practice, providing a framework for making ethical decisions and fulfilling responsibilities to the public, colleagues and the profession. AACN Certification Corporation's mission of public protection supports a standard of excellence that certified nurses have a responsibility to read, understand and act in a manner congruent with the ANA Code of Ethics for Nurses.

The following AACN Certification Corporation programs have been accredited by the National Commission for Certifying Agencies (NCCA), the accreditation arm of the Institute for Credentialing Excellence (ICE):



CCRN[®] (Adult)
CCRN[®] (Pediatric)
CCRN[®] (Neonatal)
CCRN-E[™] (Adult)

PCCN[®]
CMC[®]
CSC[®]

ACCNS-AG[®]
ACCNS-P[®]
ACCNS-N[®]
ACNPC-AG[®]

Our advanced practice certification programs, ACCNS-AG, ACCNS-P, ACCNS-N and ACNPC-AG, meet the National Council of State Boards of Nursing (NCSBN) criteria for APRN certification programs.

AACN

CERTIFICATION
CORPORATION

Certification Organization for the American Association of Critical-Care Nurses

**Study of Practice Summary
for the
Pediatric
Clinical Nurse Specialist
Wellness Through Acute Care
and
New ACCNS-P Test Plan**

December 2016

Prepared for AACN Certification Corporation by:

Lawrence J. Fabrey, PhD
Senior Vice President, Psychometrics

Christopher Bialko, MA
Associate Psychometrician

James Hellrung, MA
Associate Psychometrician

Applied Measurement Professionals, Inc. (AMP), a PSI Business

Table of Contents

Executive Summary	1
Introduction	3
Methodology	4
Formation of the Practice Analysis Task Force	4
Development of the Job Analysis Inventory	4
Sample Selection.....	7
Results.....	8
Return Rate	8
Reliability of Ratings	8
Adequacy of the Instrument.....	8
Description of the Rating Sample	8
Mean Ratings	19
Test Specifications	20
Application of Decision Rules and Criteria	21
Development of Multiple-Choice Detailed Test Content Outline and Test Specifications	26
Summary	27

List of Tables

Table 1. Percent of Work Time Devoted to Nursing Tasks	12
Table 2. Years of Experience as RN	13
Table 3. Years of Experience as Advanced Practice Nurse.....	14
Table 4. Years of Experience in Acute/Critical Care Setting	15
Table 5. AACN Pediatric Clinical Nurse Specialist, Wellness Through Acute Care, Certification Item Allocation.....	26

List of Figures

Figure 1. Number of Respondents by State	9
Figure 2. Number of Respondents by Region	9
Figure 3. Employment Setting	10
Figure 4. Number of Beds	10
Figure 5. Primary Position	11
Figure 6. Type of Practice	11
Figure 7. Precept CNS Students	12
Figure 8. Years of Experience as an RN	13
Figure 9. Years of Experience as Advanced Practice Nurse	14
Figure 10. Years of Experience in Acute/Critical Care Setting	15
Figure 11. APRN license	16
Figure 12. Prescriptive Authority	16
Figure 13. Bill Under Own NPI Number	17
Figure 14. Highest Nursing Degree	17
Figure 15. Primary Population	18

Table of Appendices

Appendix A. Tasks in Survey Order - Pediatric	28
Appendix B. Rule 1. Tasks in Percent Performed Order - Pediatric	70
Appendix C. Rule 2. Tasks Ratings in Mean Significance Order - Pediatric	113
Appendix D. Test Plan	154

Executive Summary

The study of practice, also known as a job analysis, was completed in 2016 at the request of AACN Certification Corporation (the credentialing arm of the American Association of Critical-Care Nurses). The purpose of the job analysis was to describe the job activities of the Clinical Nurse Specialist (wellness through acute care) in sufficient detail to provide a basis for the development of a professional, job-related certification exam.

A Practice Analysis Task Force (PATF) was appointed by AACN Certification Corporation to conduct the activities necessary to identify the responsibilities of a Clinical Nurse Specialist, and to develop the test specifications. The diversity of this group was reflective of the Clinical Nurse Specialist's job. All PATF members demonstrated expertise in the duties and activities associated with this profession.

The study involved the development of a practice analysis survey, distribution of the survey to people involved in advanced practice nursing, and an analysis of the responses. Test specifications for the Adult-Gerontology, Pediatric, and Neonatal Clinical Nurse Specialist were developed on the basis of these data. The PATF was responsible for the following six tasks:

1. Developing a definition of the clinical nurse specialist, wellness through acute care
2. Developing a sampling plan for the survey
3. Identifying patient care problems, skills and procedures, and competencies for the survey instrument
4. Determining rating scales
5. Determining the relevant demographic variables of interest
6. Integrating the definition, patient care problems, skills and procedures, competencies, rating scale, and demographics into a survey instrument

The draft job analysis survey was distributed to the PATF for pilot testing. Modifications were made and the final survey was prepared for distribution.

Five thousand, seven hundred, ninety-five (5,795) invitations for the web survey were emailed to individuals identified by AACN Certification Corporation as holding Adult, Pediatric and Neonatal CCNS credentials, and/or the ACCNS-AG, ACCNS-P and ACCNS-N certification, as well as those AACN members who held the American Nurses Credentialing Center (ANCC) AGCNS-BC, ACNS-BC or PCNS-BC certifications for Adult, Gerontological and/or Pediatric populations.

In addition to the use of AACN Certification Corporation communications networks and strategies – including e-news blasts, AACN website and social media webpages to solicit participation from clinical nurse specialists, other stakeholders such as the National Association of Clinical Nurse Specialists and the National Association of Neonatal Nurses promoted the survey to CNSs within their membership. It was determined that approximately 21 percent of the sample responded; however, an exact figure cannot be determined because of the various methods used to contact survey participants. Additionally, the respondents' ratings displayed an acceptable level of interrater reliability for the patient care problems, skills and procedures and competencies.

After the survey data were analyzed, the results were reviewed by the PATF and decision rules were established. These rules were used to determine which patient care problems, skills and procedures and competencies were appropriate for assessment, and, therefore, for inclusion in the final test content outline. Application of the decision rules resulted in the retention of 123 patient care problems for the Adult-Gerontology Clinical Nurse Specialist, 151 for the Pediatric Clinical Nurse Specialist and 84 for the Neonatal Clinical Nurse Specialist.

Application of the decision rules resulted in the retention of 56 skills and procedures for the Adult-Gerontology Clinical Nurse Specialist, 52 for the Pediatric Clinical Nurse Specialist, and 24 for the Neonatal Clinical Nurse Specialist. A review of the respondents' comments did not result in the addition of any tasks. Each multiple-choice test will be comprised of 150 scored items. The resulting content outlines for the Adult-Gerontology, Pediatric, and Neonatal Clinical Nurse Specialist credentials will be used by AACN Certification Corporation's Exam Development Committee to assemble the exams.

Introduction

The purpose of conducting this job analysis, also known as a study of practice (SOP) or a practice analysis, was to describe the job activities of the Clinical Nurse Specialist in sufficient detail to provide a basis for the ACCNS-AG, ACCNS-P, and ACCNS-N exams. AACN Certification Corporation requested the services of PSI/AMP to design and conduct a study that would provide the support necessary to develop specifications upon which certification exams with substantial evidence of content validity could be developed.

As with all AACN Certification Corporation job analyses, several steps were undertaken to develop a comprehensive inventory of patient care problems, skills and procedures, and competencies performed or encountered by the Neonatal, Pediatric, and Adult-Gerontology Clinical Nurse Specialist. First, a Practice Analysis Task Force (PATF) comprised of a diverse group of experienced practitioners was selected. The PATF membership represented diversity that was reflective of the intended candidate population in terms of relevant demographic characteristics and took into account expertise related to the current role and knowledge needed for the anticipated evolution of the Clinical Nurse Specialist's scope of practice, including those with expertise in gerontology. Next, many sources of documentation were consulted regarding the role and competencies of the clinical nurse specialist. An inventory of patient care problems – both population-specific and those seen across the lifespan- skills and procedures, and competencies was developed by considering the current Clinical Nurse Specialist Test Plans, as well as the recently revised CNS Education Standards, Curriculum Guidelines, and Competencies for the Neonatal CNS (Draft) NANN 2016, Pediatric Nursing: Scope and Standards of Practice ANA 2015, Adult-Gerontology Clinical Nurse Specialist Competencies, and American Association of Colleges of Nursing, March 2010. This inventory was sent to the members of the PATF who were asked for their review and comment. The PATF then revised and finalized the inventory and survey instrument, distributed the instrument to at least 5,795 individuals, reviewed the results, and established the test specifications for the exams.

The job analysis survey was distributed to persons throughout the United States according to the sampling plan developed by the PATF. The data returned were evaluated to determine the degree of consensus among these experts on the significant aspects of the Adult-Gerontology Clinical Nurse Specialist's, Pediatric Clinical Nurse Specialist's, and Neonatal Clinical Nurse Specialist's job. Specifically, the data were analyzed to answer the following questions:

Is there a common knowledge base and set of core activities that is significant to the effective performance of the Certified Adult-Gerontology Clinical Nurse Specialist, Certified Pediatric Clinical Nurse Specialist, and Certified Neonatal Clinical Nurse Specialist?

What percentage of Certified Adult-Gerontology Clinical Nurse Specialists, Certified Pediatric Clinical Nurse Specialists, and Certified Neonatal Clinical Nurse Specialists encounter each patient care problem and perform each skill, procedure and competency?

The purpose of these questions was to identify the more significant topics to be considered for inclusion in the assessment procedure.

Methodology

Formation of the Practice Analysis Task Force

The Practice Analysis Task Force (PATF) was established to ensure that expert judgment was available to PSI/AMP staff at every stage of the project. Members of the PATF were experienced practitioners selected by AACN Certification Corporation, and included members who were familiar with the duties and activities of the Clinical Nurse Specialist's job.

The PATF membership represented diversity that was reflective of the intended candidate population in terms of relevant demographic characteristics and took into account expertise related to the current role and knowledge needed for the anticipated evolution of the Clinical Nurse Specialist's scope of practice. This study could not have been successful without the significant time involvement of the PATF. PSI/AMP is grateful to each of these individuals for their guidance and expertise, as well as their devotion to this project. Listed below are the responsibilities of the PATF.

Responsibilities of the Task Force

1. Determine a definition of the Certified Clinical Nurse Specialist
2. Determine a sampling plan for the survey
3. Identify patient care problems, skills and procedures, and competencies for the survey instrument
4. Determine rating scales
5. Determine the relevant demographic variables of interest
6. Identify the definitions, problems, tasks, competencies, rating scale, and demographics into a survey instrument

Development of the Job Analysis Inventory

Defining the Clinical Nurse Specialist, Wellness Through Acute Care. The first step in survey development was to operationally define the Clinical Nurse Specialist. For the purposes of the survey, the PATF defined the Clinical Nurse Specialist as follows:

The Clinical Nurse Specialist (CNS) is a nurse who has completed an accredited graduate-level CNS educational program within a defined population (adult-gerontology, pediatric, or neonatal). The CNS independently functions as an expert clinician and patient advocate (patient/family sphere), leads the advancement of nursing practice (nursing/nursing practice sphere), and identifies opportunities for and leads organizational and system change (organizations/systems sphere).

The CNS is responsible for diagnosis and treatment of health/illness states, disease management, health assessment, screening and promotion, and prevention of illness and risk behaviors among patients, families, groups, and communities. The CNS provides a scope of service anywhere within the wellness through healthcare continuum for at least one population.

Development of the Patient Care Problem, Skills and Procedures (Actions), and Competency List. While developing the survey, the PATF consulted a number of references regarding the role and competencies of the CNS. Patient care problem lists for the survey were developed and/or survey results validated by considering the current Clinical Nurse Specialist Test Plans, as well as the recently revised CNS Education Standards, Curriculum Guidelines, and Competencies for the Neonatal CNS (Draft) NANN 2016, Pediatric Nursing: Scope and Standards of Practice ANA 2015, Adult-Gerontology Clinical Nurse Specialist Competencies, and American Association of Colleges of Nursing, March 2010.

The PATF, with the assistance of PSI/AMP project staff, prepared a comprehensive inventory of patient care problems, actions, and competencies using all of these materials. The survey was designed to assess the job-related competencies needed for entry-level practices as a clinical nurse specialist. A pilot test of the survey instrument included several components, as discussed further in this report. The complete inventory consisted of 101 patient care problems from across the lifespan, 43 adult-specific, 45 pediatric-specific and 14 neonatal-specific patient care problems, 104 skills and procedures, and 144 competencies. Respondents were also encouraged to suggest additional patient care problems, skills and procedures, and competencies that were not included in the survey.

Clinical Nurse Specialist, Wellness Through Acute Care

- I. Patient Care Problems
 1. Cardiovascular
 2. Pulmonary
 3. Endocrine, Hematology, GI, Renal, and Integumentary
 4. Musculoskeletal, Neurology, and Psychosocial
 5. Factors Influencing Health Status and Multisystem
- II. Professional Caring and Ethical Practice
 6. Advocacy, Caring Practices, Response to Diversity, and Facilitation of Learning
 7. Collaboration, Systems Thinking, and Clinical Inquiry

Selection of the Rating Scale. The PATF also assisted in the development of the rating scale to be used with the inventory. The significance scale was used by respondents and was included as part of the inventory. This scale was recommended by PSI/AMP project staff and based on similar scales used in previous national and state job analysis studies.

Significance. This scale is designed to identify those patient care problems, skills and procedures, and competencies that are more significant to the achievement of the objectives of the Clinical Nurse Specialist's job. Thus, the following question was used:

How significant is this problem/task/action to your nursing practice area?

Not Necessary
Minimally Significant
Significant
Quite Significant

Selection of Background Information Questions. This section of the inventory was designed to gather information concerning the respondents' background characteristics. The PATF reviewed and adapted background information that had been used in previous job analysis studies, and selected the following areas to include:

- state of employment setting,
- size of community,
- primary employment setting,
- number of beds in facility,
- primary position,
- type of practice,
- precept CNS students,
- units/areas worked,
- percentage of patients from various age groups,
- percentage of time directed to various areas,
- years of experience as RN, advanced practice nurse, and in a setting,
- APRN license,
- prescriptive authority,
- own NPI number,
- highest nursing degree,
- other specialty certifications,
- primary population worked with,
- and gender, race, and age.

Several of these demographic variables were used to create subgroups, which the PATF would be able to analyze to ensure that the resulting specifications were applicable to the intended candidate population. For example, the state of employment setting was used to identify regional subgroups for separate analysis of the significance ratings for the Adult-Gerontology Clinical Nurse Specialist, to ensure that remaining problems, actions, and competencies were appropriate for a national exam.

Integration of Definition, Patient Care Problems, Skills and Procedures, Competencies, Rating Scale, and Demographics into a Survey Instrument. Following the first meeting with the PATF, all components of the survey were combined and designed into a draft survey instrument. Prior to distributing the survey to the full sample of professionals, the draft survey was distributed to the PATF for review and comment. The purpose of this review was to determine if any significant activities were missing from the survey, if the directions were clear, and if the rating scale was easy to use and understand. Comments from the PATF were reviewed with the PATF representatives, and minor changes were made prior to sending the survey invitations. Following the PATF's review, the survey was sent to Clinical Nurse Specialists credentialed by the Medical-Surgical Nursing Certification Board. These participants were asked to review the survey specifically looking for inclusion of topics from the wellness spectrum of care. In addition, other subject matter experts were consulted to ensure that the competencies appropriately reflected practice with Gerontological patients. Both aspects of the additional reviews were summarized and discussed with representatives of the PATF. This supplement to the pilot test confirmed that the survey was well-structured and no additional changes were needed.

Sample Selection

In an effort to obtain information from representative groups of respondents, 5,795 Adult-Gerontology, Pediatric, and Neonatal Clinical Nurse Specialists throughout the United States as well as those AACN members who held the American Nurses Credentialing Center (ANCC) CNS-BC certification for Adult-Gerontology, and/or Pediatric populations were identified by AACN Certification Corporation and emailed a survey invitation. In addition, other Adult CNSs were contacted via e-news blasts, AACN Certification Corporation's website and social media website. Respondents were offered an incentive to complete and return the survey by the published deadline.

Results

Return Rate

A survey invitation was sent to 5,795 individuals. Hyperlinks to the survey were also posted on AACN Certification Corporation websites. The various survey invitations resulted in 1,236 respondents taking the survey. This resulted in an approximate 21.3% usable response rate although an exact response rate could not be calculated due to the varied methodologies used to solicit participation.

Reliability of Ratings

To determine the extent to which the respondents were consistent in rating patient care problems, skills and procedures, and a statistic known as the intraclass correlation (Guilford, 1978) was used. Separate reliability estimates were calculated for each group. The content area intraclass reliability coefficients for the significance rating scale ranged from .821 to .996. Considering that 1.00 represents a maximum reliability coefficient, these scales demonstrate good reliability. Based on these data, it is likely that a different sample from the same population would have produced similar ratings.

Adequacy of the Instrument

After completing the patient care problem ratings, respondents were asked to indicate if they felt there was anything significant to their practice that was not included. After reviewing the responses, the PATF did not add any of these patient care problems.

Description of the Rating Sample

The Background Information section of the survey provides descriptive information about the rating sample. The data show that the most typical respondent is a 49-year-old, white female, practicing in the Midwest. Her highest degree in nursing is a Master's degree. She does not hold any of the CCNS certifications nor does she hold prescriptive authority, but she does hold the CCRN credential. She has over 24 years of experience as an RN, nearly 12 years as an advanced practice nurse, and 23 years in an acute/critical care setting. She works full-time as a Unit-based CNS at a community hospital in an urban setting with more than 500 beds. On average, she sees approximately ten, primarily adult, critical patients per day. The majority of her work day is devoted to teaching, and she spends most of her teaching time educating nursing personnel.

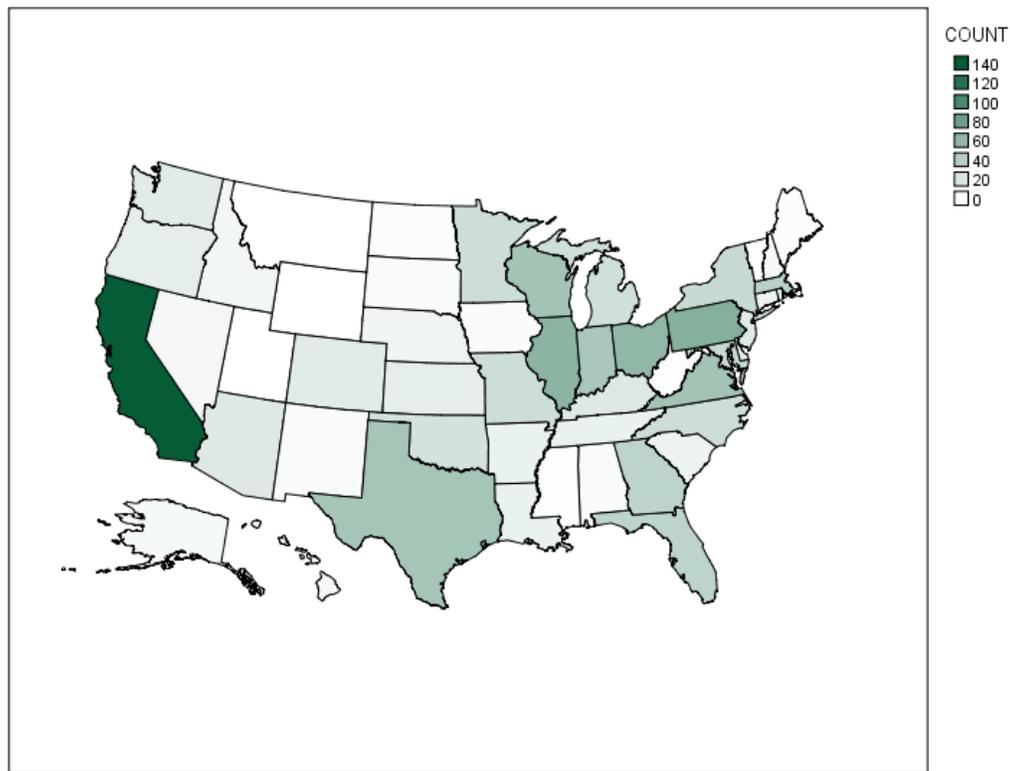


Figure 1. Number of Respondents by State

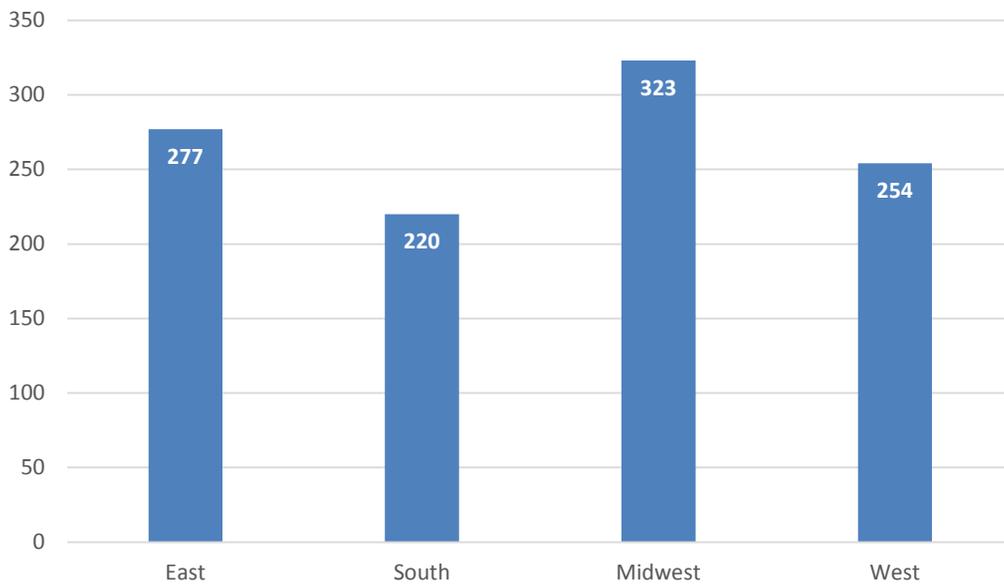


Figure 2. Number of Respondents by Region

East – CT, DC, DE, MA, MD, ME, NH, NJ, NY, PA, RI, VA, VT, WV;

South – AL, AR, FL, GA, LA, MS, NC, OK, TN, TX, SC;

Midwest – IA, IL, IN, KY, MI, MN, MO, OH, WI;

West – AK, AZ, CA, CO, HI, ID, KS, MT, ND, NE, NM, NV, OR, SD, UT, WA, WY

Responses from *Figure 1* were grouped into regions for *Figure 2*. One hundred eighty-two (182) respondents did not answer the question. These data show the largest group of respondents resides in the Midwestern states.

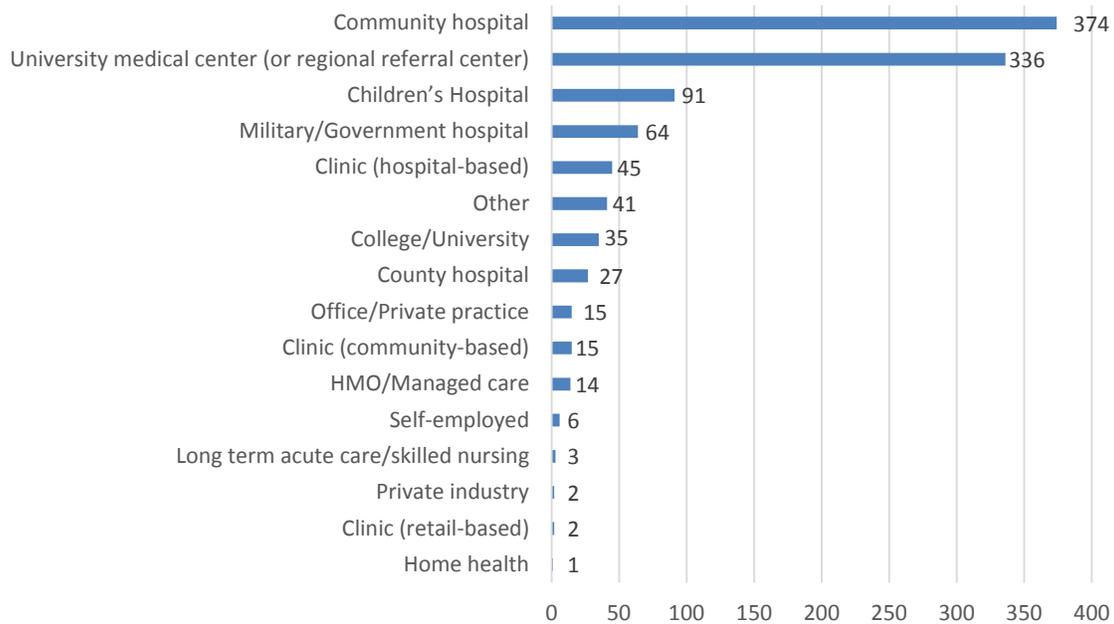


Figure 3. Employment Setting

Figure 3 shows respondents' employment setting. One hundred sixty-five (165) respondents did not answer the question. These data show the largest group of respondents worked at a Community Hospital (45.7%).

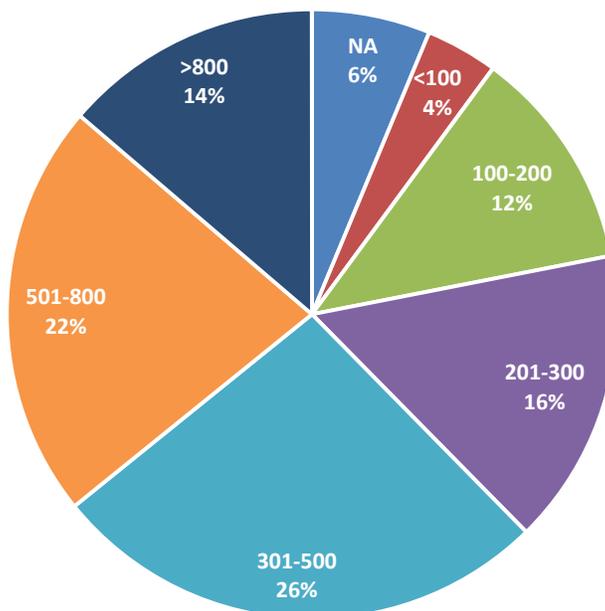


Figure 4. Number of Beds

Figure 4 shows the number of beds in respondents' facilities. The largest group of respondents (26.5%) work in a hospital with 301 to 500 beds. One hundred thirty-six (136) respondents did not answer this question.

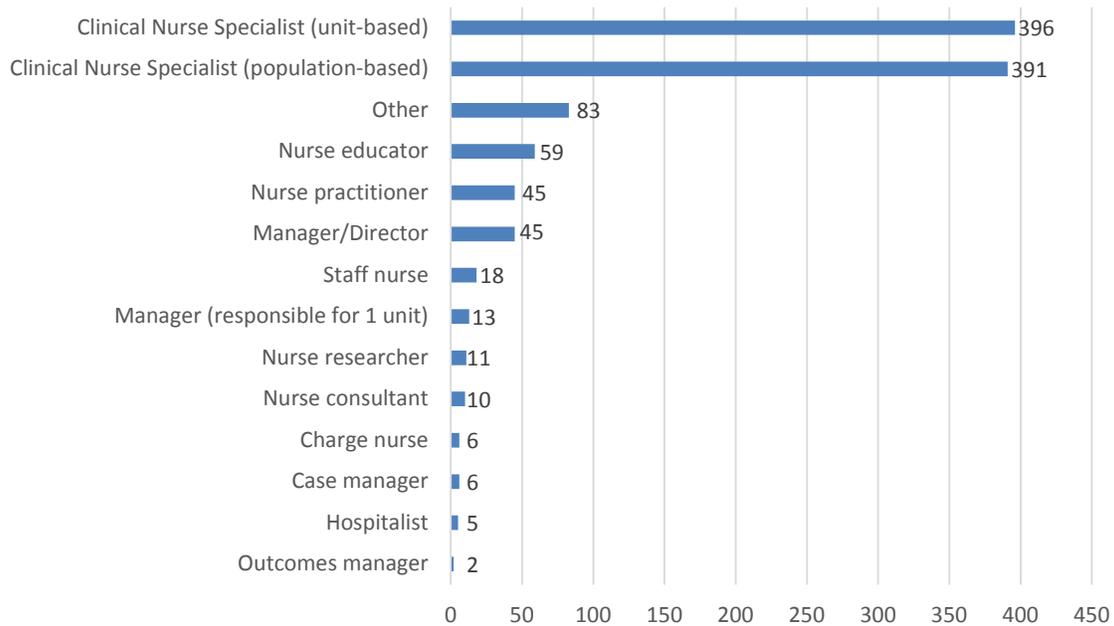


Figure 5. Primary Position

Figure 5 shows the largest group of respondents (396) hold the position of Unit-based CNS. One hundred forty-six (146) respondents did not answer this question.

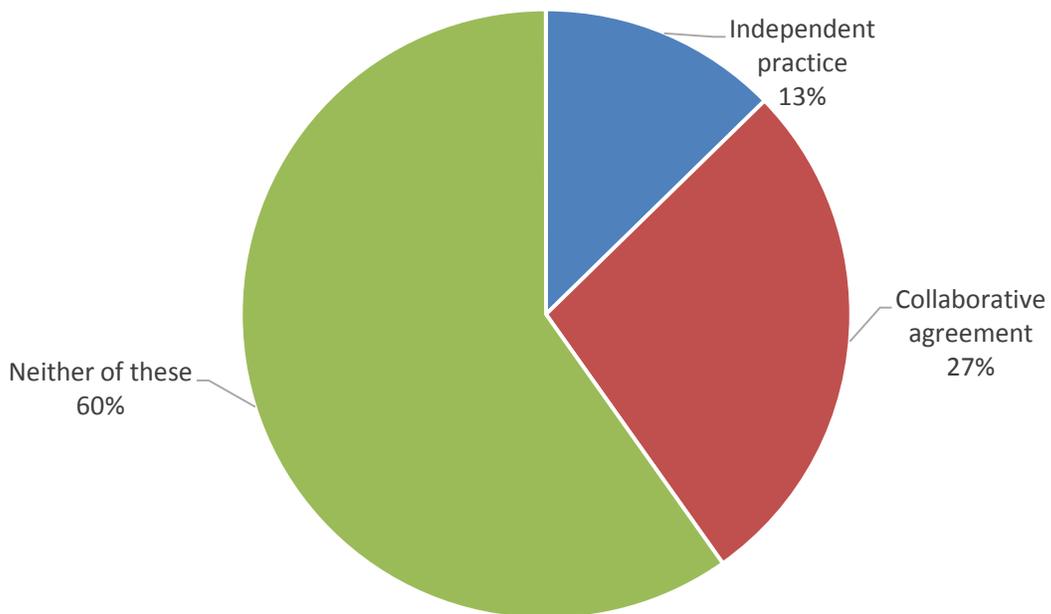


Figure 6. Type of Practice

Figure 6 shows the different types of respondents' practices. The majority of the respondents (59.8%) practice in neither an independent practice nor a collaborative agreement.

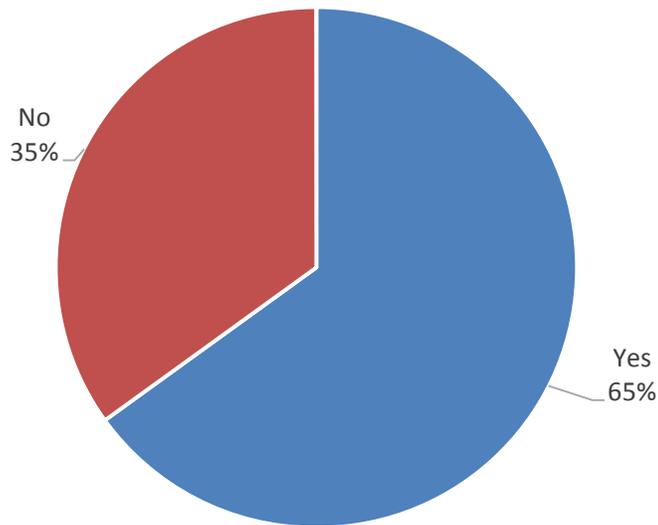


Figure 7. Precept CNS Students

Figure 7 displays respondents that do and do not precept CNS students. The majority of the respondents (65.0%) precept CNS students.

Table 1 shows the percent of work time respondents devote to nursing tasks. Respondents spend most time (23.98%) teaching.

Table 1. Percent of Work Time Devoted to Nursing Tasks

	N	Mean	Std. Error of Mean	Median	Std. Deviation	Min	Max
Administration	1054	22.82	0.68	20	22.05	0	100
Consultation	1054	22.37	0.55	20	17.81	0	95
Direct Patient Care	1054	21.02	0.77	10	25.03	0	100
Research	1054	9.81	0.34	10	10.93	0	100
Teaching	1054	23.98	0.59	20	19.11	0	100

Table 2 and *Figure 8* show respondents' years of experience as a Registered Nurse (RN). The average respondent has over 24 years of experience.

Table 2. Years of Experience as RN

N	Mean	Std. Error of Mean	Median	Std. Deviation	Min	Max
1048	24.12	.350	25.00	9.509	1	56

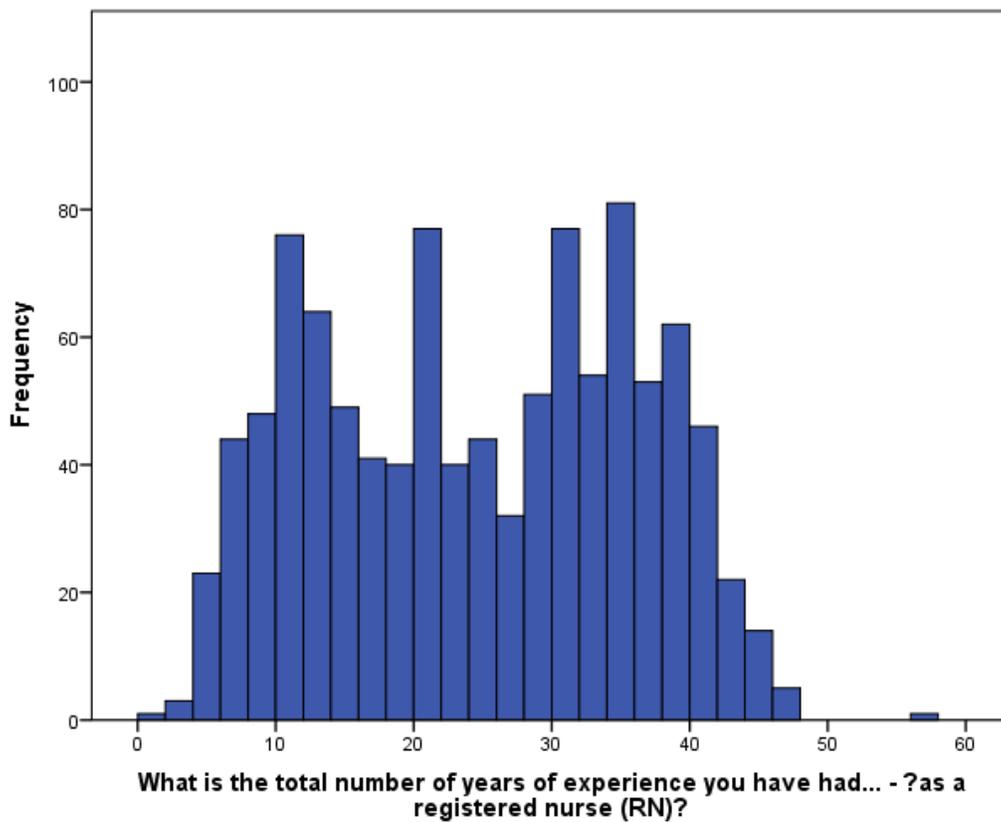


Figure 3. Years of Experience as an RN

Table 3 and *Figure 9* show respondents' years of experience as an Advanced Practice Nurse (APRN). The average respondent had approximately 9 years of experience.

Table 3. Years of Experience as Advanced Practice Nurse

N	Mean	Std. Error of Mean	Median	Std. Deviation	Min	Max
1044	12.01	.300	9.00	9.69	0	40

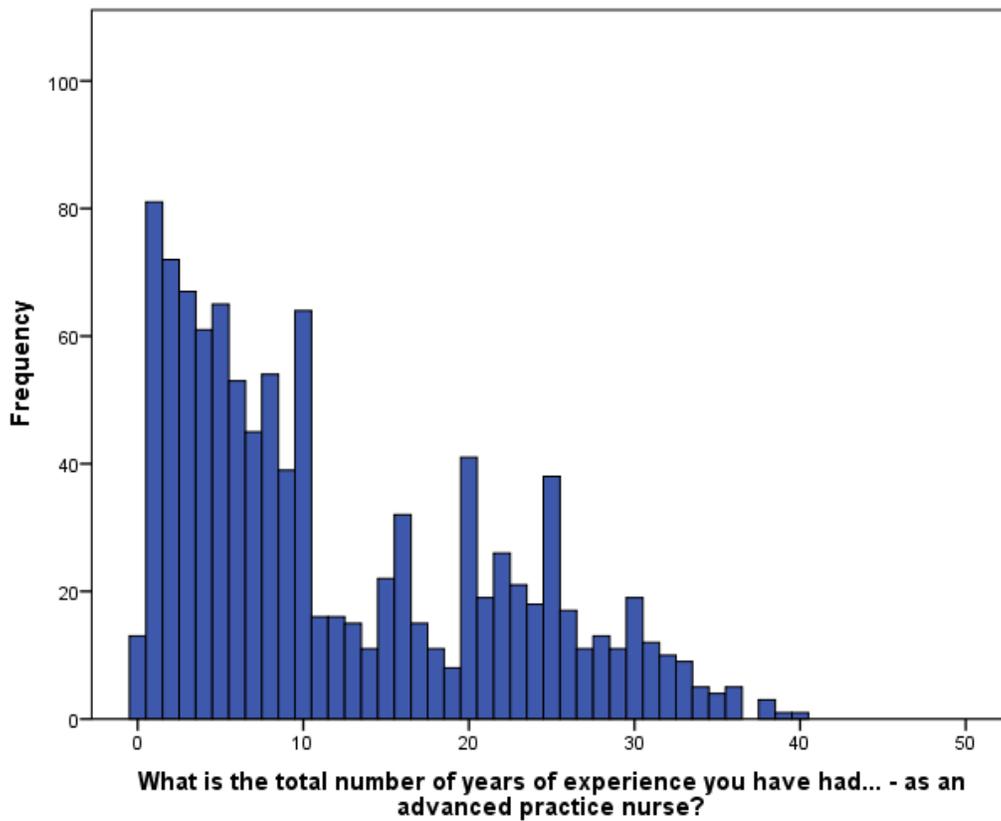


Figure 4. Years of Experience as Advanced Practice Nurse

Table 4 and *Figure 10* show respondents' years of experience as an Acute/Critical care setting. The average respondent had over 22 years of experience.

Table 4. Years of Experience in Acute/Critical Care Setting

N	Mean	Std. Error of Mean	Median	Std. Deviation	Min	Max
1019	22.44	.351	22.00	9.280	0	56

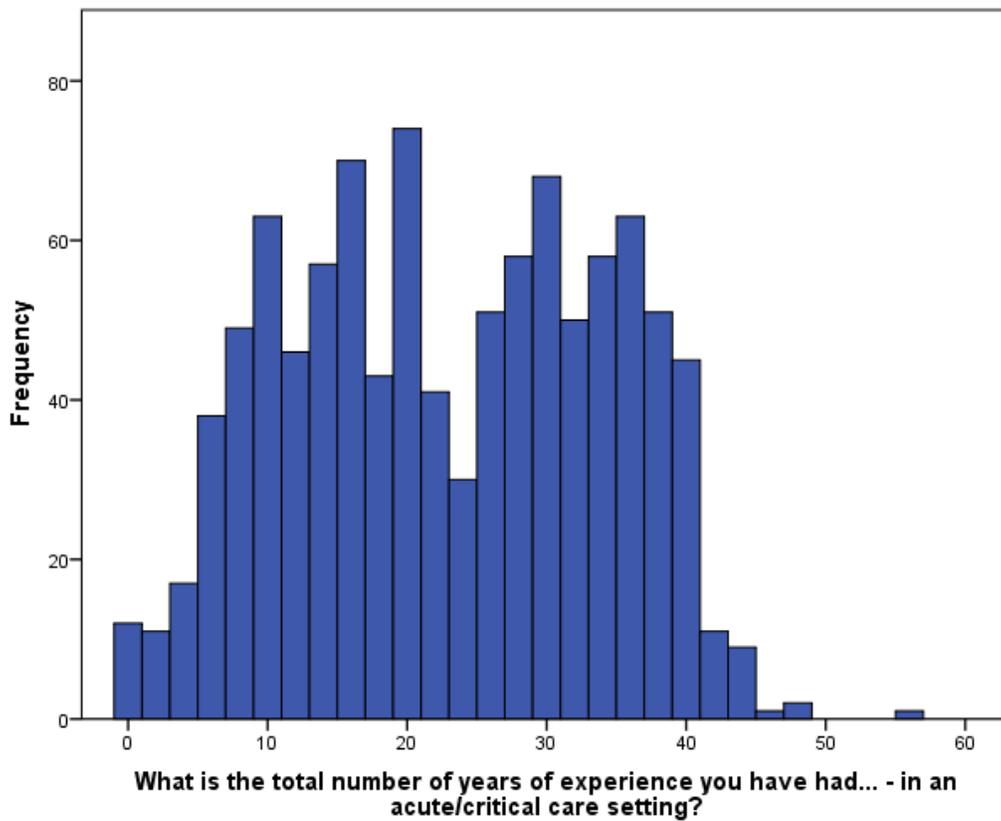


Figure 5. Years of Experience in Acute/Critical Care Setting

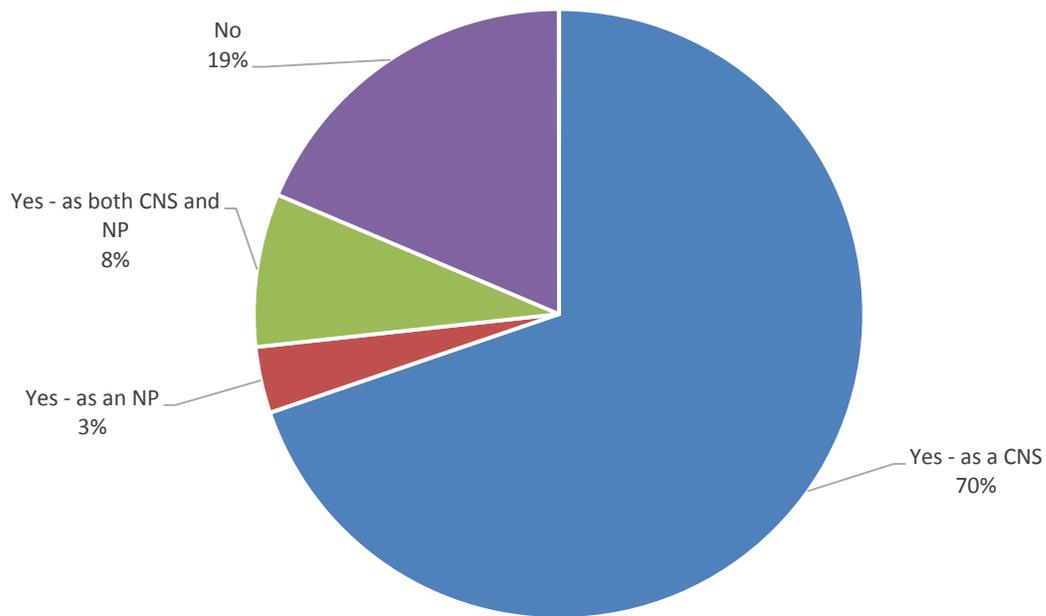


Figure 6. APRN license

Figure 11 shows most respondents have an APRN license in their state as a CNS.

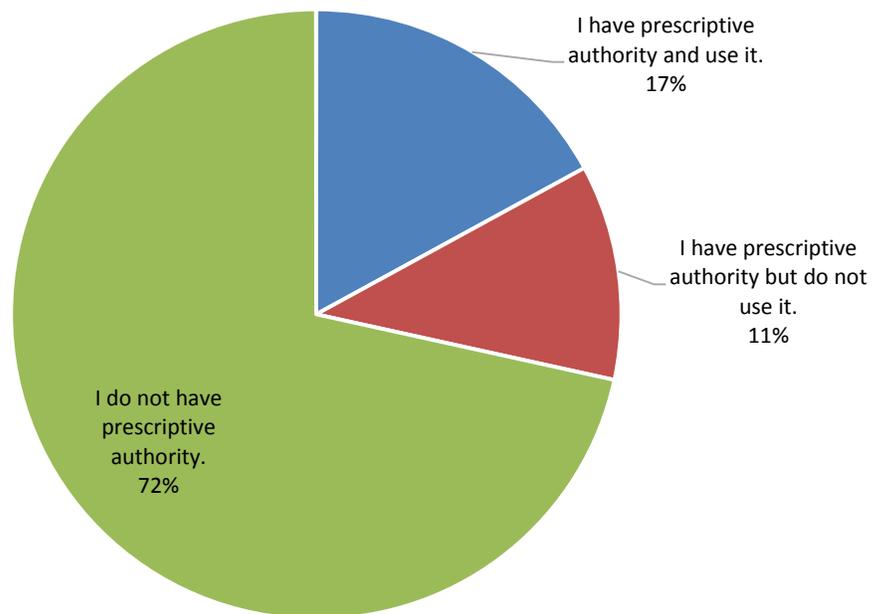


Figure 7. Prescriptive Authority

Figure 12 shows most respondents do not have prescriptive authority.

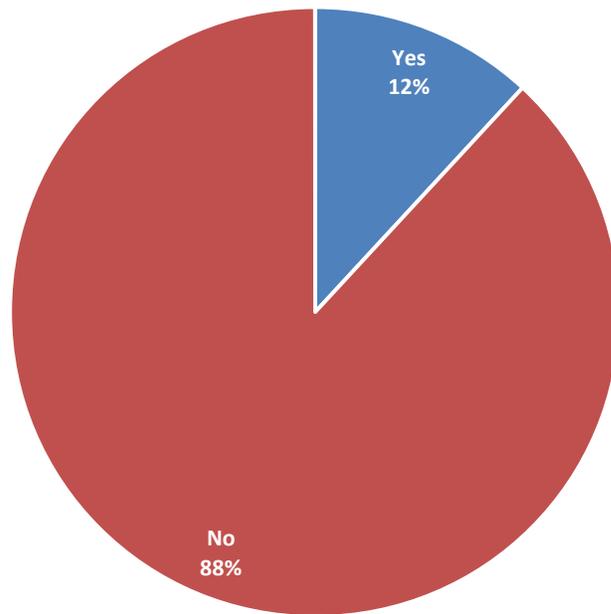


Figure 8. Bill Under Own NPI Number

Figure 13 shows most respondents do not bill under their own NPI number.

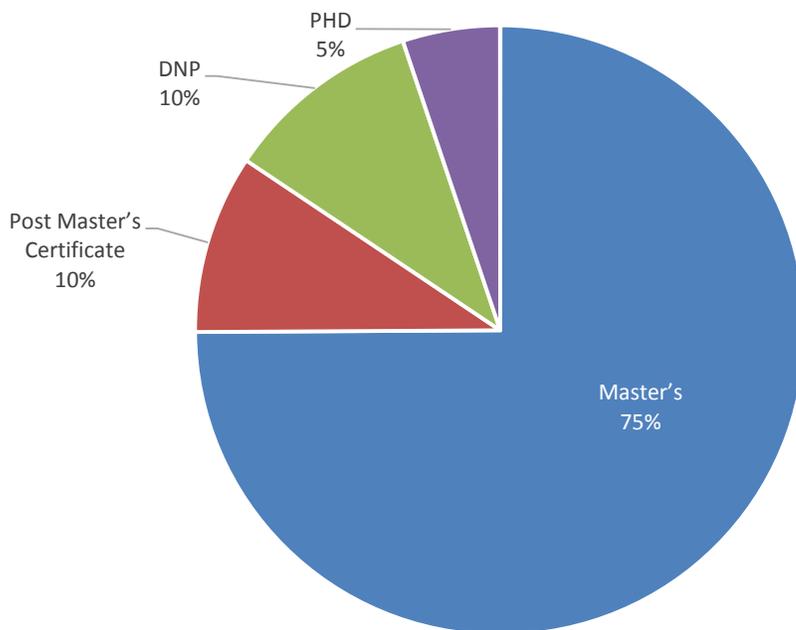


Figure 9. Highest Nursing Degree

Figure 14 shows most respondents' (75%) highest degree in nursing is a Master's degree.

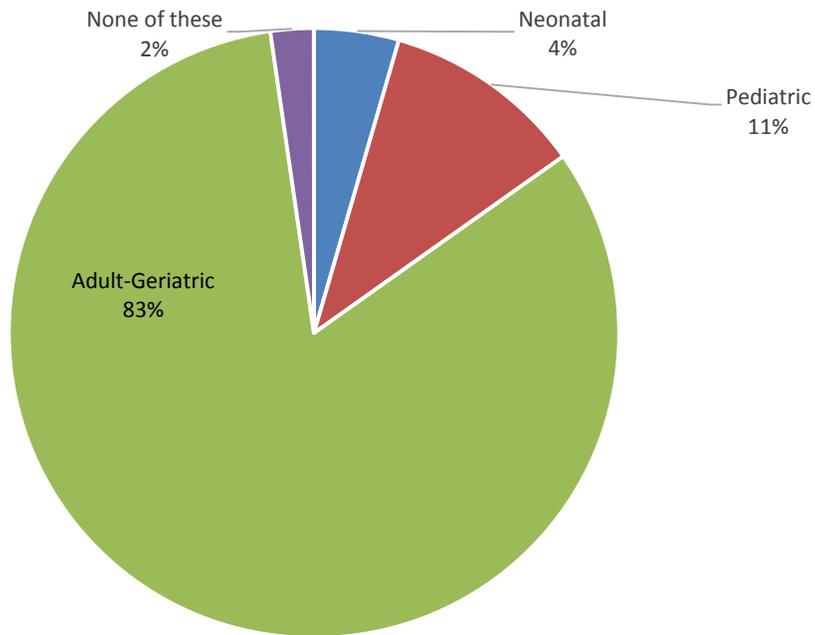


Figure 10. Primary Population

Respondents were asked to indicate the population that they primarily work with. *Figure 15* shows that most respondents (83%) primarily work with the adult-geriatric population.

Mean Ratings

Descriptive data for each of the 496 patient care problems from across the lifespan (192 adult-specific, 184 pediatric-specific, and 120 neonatal-specific patient care problems), 301 skills and procedures (159 adult-specific, 89 pediatric-specific, 53 neonatal-specific), 304 specific competencies (50 adult-specific, 116 pediatric-specific, 138 neonatal-specific), and 79 core competencies are presented in Appendix A. Included for each task is the descriptive label, number of respondents, mean significance rating, standard error, standard deviation, and the percentage of respondents not performing the task. For example, within the adult-specific patient care problems, Factors Influencing Health Status “Advance care planning” is listed as “AGT001”. Eight hundred and eighteen (818) respondents rated the task with a mean rating of 2.12, a standard error of the mean of 0.02, and a standard deviation of 0.70. The percentage of respondents who rated it as “not performed” was 3.88%. Therefore, 96.1% performed the patient care problem. The standard error indicates the “accuracy” of the mean. In this case, the “real mean” is likely to lie between 2.08 and 2.16, 95% of the time (mean +/- 2 standard errors). Appendix A will include the tasks in survey order, Appendix B will include the tasks by percent performed, and Appendix C will include the tasks by mean significance rating.

The Clinical Nurse Specialist PATF reviewed the results separately for each patient care problem, skill and procedure, and competency. They concluded that, in general, the ratings obtained in the practice analysis study were in agreement with their own judgments based on their experience in the field. Consequently, it was concluded that the job analysis survey data were adequate for defining the jobs of the Neonatal, Pediatric, and Adult-Gerontology Clinical Nurse Specialist on a national basis. Moreover, the data were judged to be sufficient for the purpose of delineating the structure and content of a voluntary national credentialing exam for AACN Certification Corporation.

Test Specifications

In developing the test specifications (or test content outline) for the exams, the judgment of the PATF was used to interpret the data gathered from the practice analysis survey. Of particular significance to a certification exam program is that the test specifications appropriately reflect the responsibilities of all groups who will participate in that program. Therefore, it is important to ensure that the test specifications and the resulting exam forms sample patient care problems, skills and procedures, and competencies that are considered to be significant responsibilities of the individuals for whom the exam is intended.

As previously discussed, Appendix C shows the mean significance ratings for each patient care problem, skill and procedure, and competency as well as percent rated as performed for each. Several decision rules were proposed for consideration by the PATF in determining which patient care problem, and skill and procedure should be excluded from the test content outline subgroup analyses. The topics chosen to eliminate Neonatal, Pediatric, and Adult-Gerontology statements are shown below. The PATF decided that none of the competencies were eligible for elimination under rules 3-12, the subgroup analyses. Rules 9-12 were only applied to the Adult-Gerontology mean significance ratings:

- 1. Overall percent of "performed" ratings**
- 2. Overall mean significance ratings for the total sample**
- 3. Comparison of mean significance ratings by region**
- 4. Comparison of mean significance ratings by Number of Beds in the Facility**
- 5. Comparison of mean significance ratings by Primary Position**
- 6. Comparison of mean significance ratings by Type of Practice**
- 7. Comparison of mean significance ratings by Primary Employer/setting**
- 8. Comparison of mean significance ratings by Number of Years of Experience as an APN**
- 9. Comparison of mean significance ratings by Size of Community**
- 10. Comparison of mean significance ratings by Highest Degree in Nursing**
- 11. Comparison of mean significance ratings by ACCNS-AG Certification**
- 12. Comparison of mean significance ratings by CCRN Certification**

The specific decision rules adopted by the PATF are discussed in detail in the following section. The first two decision rules are general and involve an analysis of all respondents. Decision rules 3 through 12 involve comparing mean ratings by subgroups. Applying these rules ensures that the resulting exam reflects the responsibilities of Neonatal, Pediatric, and Adult-Gerontology Clinical Nurse Specialists on a national basis and is representative of their typical activities. The PATF decided items should be written to reflect approved patient care problems, skills and procedures, and competencies.

Application of Decision Rules and Criteria

Rule 1. Is the patient care problem, skill and procedure, or competency performed by a majority of entry level Clinical Nurse Specialists?

By consensus, the PATF decided that a patient care problem, skill and procedure, or competency must be seen by at least 50% of the respondents in order to be included in the final test specifications. (Appendix B)

Twenty-three statements (NT: 059, 127, 129, 132, 133, 134, 135, 136, 138, 139, 149, 150, 151, 152, 155, 156, 157, 158, 159, 162, 168, 169, 170) were eliminated from the Neonatal test specifications.

Forty-five statements (PT: 013, 018, 022, 025, 026, 031, 033, 041, 071, 133, 173, 189, 193, 196, 197, 204, 206, 207, 208, 211, 214, 218, 223, 224, 225, 226, 228, 229, 235, 236, 237, 238, 239, 243, 248, 249, 251, 252, 253, 254, 255, 256, 258, 259, 268) were eliminated from the Pediatric test specifications.

One hundred and seven statements (AGT: 002, 135, 161, 164, 177, 194, 195, 196, 197, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 213, 214, 215, 217, 219, 224, 226, 227, 228, 230, 231, 234, 236, 242, 243, 244, 247, 248, 249, 251, 258, 263, 264, 265, 266, 267, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 280, 281, 282, 284, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 306, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 334, 336, 337, 340, 344, 345, 350) were eliminated from the Adult-Gerontology test specifications.

Thirty-three Neonatal statements (NT: 167, 185, 187, 188, 197, 198, 199, 203, 238, 239, 240, 242, 243, 244, 273, 275, 283, 285, 286, 287, 290, 295, 296, 297, 298, 299, 305, 307, 309, 310, 311, 324, 326) were retained by committee vote.

Rule 2. Is the patient care problem, skill and procedure, or competency considered significant to the practice of an entry level Clinical Nurse Specialist?

By consensus, the PATF decided that a mean significance rating of at least 1.75 would be used to include patient care problems, skills and procedures, and competencies. (Appendix C)

Under this rule, twenty-nine statements (NT: 008, 010, 012, 014, 017, 018, 020, 034, 036, 037, 049, 052, 055, 058, 069, 072, 073, 074, 075, 083, 087, 090, 091, 121, 131, 154, 160, 161, 172) were eliminated from the Neonatal test specifications. Sixteen additional statements (PT: 002, 006, 010, 035, 048, 057, 060, 064, 065, 067, 076, 078, 111, 127, 130, 135) were eliminated from the Pediatric test specifications. Fifty-one additional statements (AGT: 005, 006, 009, 013, 017, 022, 044, 054, 056, 071, 076, 077, 078, 079, 080, 082, 085, 087, 088, 092, 093, 095, 096, 099, 102, 103, 106, 116, 120, 128, 132, 136, 137, 138, 139, 140, 141, 142, 144, 145, 147, 151, 152, 162, 171, 176, 181, 182, 183, 184, 261) were eliminated from the Adult-Gerontology test specifications.

Two Neonatal statements (NT: 167, 241) were retained by committee vote.

Rule 3. Is the patient care problem or skill and procedure considered significant regardless of geographic region?

To determine if patient care problems and skills and procedures seen by the Clinical Nurse Specialist were viewed differently by geographic region, a comparison of the mean significance ratings between regions was made. The PATF decided to review patient care problems that had mean ratings of less than 1.7 in at least two of the four geographic subgroups. Application of this criterion helps to ensure that the exam reflects uniform practice across regions. Six additional Neonatal statements (NT: 011, 043, 044, 050, 056, 076) were removed as a result of this rule. Nine additional Pediatric statements (PT: 049, 072, 090, 118, 134, 163, 221, 233, 246) were removed as a result of this rule. Seven additional Adult-Gerontology statements (AG: T063, T068, T069, T070, T089, T091, T104) were removed as a result of this rule.

Twelve neonatal statements (NT: 015, 016, 045, 068, 093, 094, 095, 120, 124, 165, 171), forty-six pediatric statements (PT: 014, 016, 017, 029, 030, 037, 066, 073, 101, 115, 119, 123, 131, 136, 137, 138, 139, 142, 145, 147, 148, 156, 167, 175, 176, 181, 183, 187, 190, 191, 200, 201, 202, 205, 209, 212, 219, 222, 227, 250, 260, 263, 266, 271, 272, 274), and five Adult-Gerontology statements (AGT: 003, 008, 019, 235) were retained by committee vote.

Rule 4. Is the patient care problem or skill and procedure considered significant regardless of facility size?

To determine if patient care problems and skills and procedures seen by the Clinical Nurse Specialist were viewed differently by facility size, a comparison of the mean significance ratings between various sized facilities was made. The PATF decided to review problems that had mean ratings of less than 1.7 in at least two of the three facility size subgroups. Application of this criterion helps to ensure that the exam reflects uniform practice across different sized facilities. One Neonatal statement (NT101) was removed as a result of this rule.

Eight Pediatric statements (PT: 001, 011, 108, 146, 180, 184, 230, 247) were retained by committee vote.

Rule 5. Is the patient care problem or skill and procedure considered significant regardless of primary position?

To determine if patient care problems and skills and procedures seen by the Clinical Nurse Specialist were viewed differently by primary position held, a comparison of the mean significance ratings between positions was made. The PATF decided to review problems that had mean ratings of less than 1.7 in at least one of the two subgroups. Application of this criterion helps to ensure that the exam reflects uniform practice across positions.

Six Neonatal statements (NT: 021, 031, 039, 086, 099, 130), Sixteen Pediatric (PT: 002, 006, 010, 035, 048, 057, 060, 064, 065, 067, 076, 078, 111, 127, 130, 135) and three Adult-Gerontology (AGT: 073, 113, 125) were removed as a result of this rule.

Four Neonatal statements (NT: 082, 114, 147, 164), twenty-seven Pediatric statements (PT: 003, 004, 019, 021, 032, 046, 050, 051, 061, 063, 069, 087, 105, 125, 126, 169, 170, 171, 179, 186, 199, 216, 217, 241, 262, 265, 270), and four Adult-Gerontology statements (AGT: 114, 168, 170, 192) were retained by committee vote.

Rule 6. Is the patient care problem or skill and procedure considered significant regardless of type of practice?

To determine if patient care problems or skills and procedures seen by the Clinical Nurse Specialist were viewed differently by type of practice (independent, collaborative agreement, or neither), a comparison of the mean significance ratings between the subgroups was made. This rule was neither applied for Pediatric patient care problems nor skills and procedures. The PATF decided to review patient care problems that had mean ratings of less than 1.7 in at least two of the three subgroups. Application of this criterion helps to ensure that the exam reflects uniform practice across different types of practice. No additional patient care problems were removed as a result of this rule.

Rule 7. Is the patient care problem or skill and procedure considered significant regardless of primary employer/setting?

To determine if patient care problems or skills and procedures seen by the Clinical Nurse Specialist were viewed differently by primary employer/setting, a comparison of the mean significance ratings between settings was made. The PATF decided to review statements that had mean ratings of less than 1.7 in any of the subgroups for Neonatal and Pediatric and at least two for Adult-Gerontology. Application of this criterion helps to ensure that the exam reflects uniform practice across different settings. No additional patient care problems were removed as a result of this rule.

Eighteen Pediatric statements (PT: 012, 028, 039, 058, 081, 091, 107, 116, 120, 121, 140, 165, 172, 192, 203, 215, 231, 267) were retained by committee vote.

Rule 8. Is the patient care problem or skill and procedure considered significant regardless of years of experience as an advanced practice nurse?

To determine if patient care problems and skills and procedures seen by the Clinical Nurse Specialist were viewed differently by those with different amounts of experience, a comparison of the mean significance ratings was made. The PATF decided to review patient care problems that had mean ratings of less than 1.7 in either of the two subgroups to ensure problems were critical to entry level Clinical Nurse Specialists. Application of this criterion helps to ensure that the exam reflects uniform practice across years of experience. One Pediatric statement (PT055) and one Adult-Gerontology statement (AGT190) were removed as a result of this rule.

Seven Pediatric statements (PT: 008, 054, 074, 075, 096, 182, 234) were retained by committee vote.

Rule 9. Is the patient care problem or skill and procedure considered significant regardless of community size?

The following four rules below were applied to the mean significance ratings of the Adult-Gerontology patient care problems and skills and procedures. Data for the following rules were not collected for the Neonatal and Pediatric patient care problems and skills and procedures. To determine if patient care problems and skills and procedures are seen by the Clinical Nurse Specialist were viewed differently by community size, a comparison of the mean significance ratings between rural, suburban, and urban communities was made. The PATF decided to review statements that had mean ratings of less than 1.7 in at least two out of the three community subgroups. Application of this criterion helps to ensure that the exam reflects

uniform practice across communities. Three statements were removed as a result of this rule (AGT: 084, 187, 193).

Rule 10. Is the patient care problem or skill and procedure considered significant regardless of Highest Degree Achieved in Nursing?

To determine if patient care problems and skills and procedures seen by the Clinical Nurse Specialist were viewed differently across those who hold different levels of education in nursing, a comparison of the mean significance ratings across subgroups was made. The PATF decided to review statements that had mean ratings of less than 1.7 in at least two of four subgroups. Application of this criterion helps to ensure that the exam reflects uniform practice across those with different levels of education in nursing. No additional statements were removed as a result of this rule.

Rule 11. Is the patient care problem or skill and procedure significant regardless of ACCNS-AG certification?

To determine if patient care problems seen by the Clinical Nurse Specialist were viewed differently by those who did and did not hold the ACCNS-AG certification, a comparison of the mean significance ratings was made. The PATF decided to review the patient care problem ratings of those who held the ACCNS-AG certification. The PATF decided to review statements that had mean ratings of less than 1.7 in either subgroup. Application of this criterion helps to ensure that the exam reflects population-specific practice as determined by those who are most familiar with the population. No additional statements were removed as a result of this rule. One Adult-Gerontology task (AGT261) was retained by committee vote.

Rule 12. Is the patient care problem or skill and procedure considered significant regardless of CCRN certification?

To determine if patient care problems and skills and procedures seen by the Clinical Nurse Specialist were viewed differently by those who did and did not hold the CCRN certification, a comparison of the mean significance ratings was made. The PATF decided to review statements that had mean ratings of less than 1.7 in either subgroup. Application of this criterion helps to ensure that the exam reflects population-specific practice as determined by those who are most familiar with the population. No additional statements were removed as a result of this rule.

Edited Tasks. One patient care problem and one skill and procedure were edited by the PATF following survey distribution. Revisions are underlined.

Pediatric:

T036 1. Patient Care Problems: Pulmonary: Acute lung injury (ALI) (e.g., Acute Respiratory Distress Syndrome, ARDS)

Adult-Gerontology:

T109 Vascular malformation

T235 Interpret pulmonary function test results

T268 Support organ procurement after brain death

Decision Rule Summary

Three hundred twenty-five (325) of the 390 ACCNS-N statements were approved. This includes 84 of 120 patient care problems and 24 of 53 skills and procedures. Two hundred ninety-two (292) of the 469 ACCNS-P statements were approved. This includes 151 of 185 patient care problems and 52 of 89 skills and procedures. Three hundred eight (308) of the 480 ACCNS-AG statements were approved. This includes 123 of 192 patient care problems and 56 of 159 skills and procedures.

Appendix D presents the Detailed Content Outline (DCO) for the multiple choice exam developed after the application of the decision rules and review of respondent comments.

Development of Multiple-Choice Detailed Test Content Outline and Test Specifications

The PATF reviewed the patient care problems, skills, procedures, and competencies that remained after application of the above decision rules. They considered the mean significance ratings for each of the content categories, as well as the number of remaining patient care problems and competencies in each category. The PATF used this information, along with current test specifications to guide their final decisions regarding the number of items for each of the areas of practice. The goal was to distribute items in accordance with known working patterns across the content areas. The final item distributions are presented in Tables 5.

Table 5. AACN Pediatric Clinical Nurse Specialist, Wellness Through Acute Care, Certification Item Allocation

Section Title	# of items	% of exam
I. Clinical Judgment	98	65
A. Cardiovascular	13	9
B. Pulmonary	14	9
C. Endocrine	5	3
D. Hematology/Immunology/Oncology	5	3
E. Gastrointestinal	5	3
F. Renal/Genitourinary	5	3
G. Integumentary	5	3
H. Musculoskeletal	5	3
I. Neurology	10	7
J. Psychosocial, Behavioral and Cognitive Health Issues	8	6
K. Factors Influencing Health Status	10	7
L. Multisystem	13	9
II. Professional Caring and Ethical Practice	52	35
A. Advocacy and Moral Agency	6	4
B. Caring Practices	9	6
C. Response to Diversity	4	3
D. Facilitation of Learning	7	5
E. Collaboration	8	5
F. Systems Thinking	9	6
G. Clinical Inquiry	9	6
Total	150	

Summary

The practice analysis described in this report was undertaken to serve as the basis for documenting the content validity of the Clinical Nurse Specialist certification exams for AACN Certification Corporation. The purpose of this study was twofold: (1) to determine and comprehensively describe the job of the Clinical Nurse Specialist, and (2) to evaluate these descriptions through the ratings of job experts to define areas that should be assessed on a certification exam.

A Practice Analysis Task Force was formed to prepare a comprehensive list of patient care problems, skills and procedures, and competencies describing the job. This inventory was completed by a representative sample of job experts throughout the United States, and the rating results were reviewed by the Clinical Nurse Specialist exam committees. These results were used to develop test specifications directly related to the significant activities performed by the Clinical Nurse Specialist. These test specifications, empirically derived from a national practice analysis study, represent the plan for development of criterion-referenced exams. Each form of each exam will contain the specified number of items, with a representative sampling of patient care problems, skills and procedures, and competencies within each domain. Each test form developed to match these job-related test specifications will demonstrate substantial evidence of content validity.

Appendix A. Tasks in Survey Order

Key	
	In by committee vote during current rule
	Eliminated under current rule /Out by committee vote during current rule
	In by committee vote during previous or subsequent rule
	Eliminated under previous or subsequent rule/Out by committee vote on previous or subsequent rule

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT001	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Advanced care planning	60	1.77	0.13	0.98	49	55.1%
PT002	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Cancer prevention (e.g., tobacco cessation, sunscreen)	51	1.08	0.05	0.39	58	46.8%
PT003	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Care transition	60	1.97	0.13	1.01	50	54.6%
PT004	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Caregiver burden	49	1.73	0.14	0.97	61	44.6%
PT005	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Developmental care	61	2.61	0.10	0.80	49	55.5%
PT006	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Genetic counseling	53	1.26	0.09	0.68	56	48.6%
PT007	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Growth and development (e.g., anticipatory guidance, milestones)	70	2.43	0.11	0.91	40	63.6%
PT008	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Immunizations/vaccinations	53	1.87	0.14	1.00	57	48.2%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT009	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Injury prevention (e.g., shaken baby, helmets, car seats, environmental modification, gun safety)	63	2.21	0.12	0.99	47	57.3%
PT010	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Mental health screenings (e.g., depression, suicidal ideation, eating disorders)	55	1.36	0.10	0.78	55	50.0%
PT011	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Nutrition and Weight Management	47	1.60	0.13	0.92	62	43.1%
PT012	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Pain prevention and management (e.g., needle stick, chronic pain syndromes)	74	2.30	0.11	0.96	35	67.9%
PT013	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Physical health screenings (e.g., sports physicals, hearing, mammography, prostate exam)	38	1.11	0.07	0.45	72	34.6%
PT014	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Risk-taking behaviors (e.g., unprotected sex, substance use)	53	1.34	0.10	0.76	57	48.2%
PT015	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Safe sleep	70	2.17	0.12	0.99	40	63.6%
PT016	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Sexual health education and counseling	64	1.19	0.07	0.59	46	58.2%
PT017	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Vulnerable population screenings (e.g., elder/child abuse, intimate partner violence, human trafficking, bullying)	65	1.74	0.12	0.97	45	59.1%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT018	1. Patient Care Problems: Cardiovascular: Acute coronary syndromes	24	1.42	0.17	0.83	84	22.2%
PT019	1. Patient Care Problems: Cardiovascular: Acute inflammatory disease (e.g., myocarditis, endocarditis, pericarditis)	56	1.89	0.13	1.00	52	51.9%
PT020	1. Patient Care Problems: Cardiovascular: Cardiac surgery	58	2.31	0.13	0.96	50	53.7%
PT021	1. Patient Care Problems: Cardiovascular: Cardiac tamponade	51	1.90	0.14	1.01	55	48.1%
PT022	1. Patient Care Problems: Cardiovascular: Cardiac trauma (blunt and penetrative)	40	1.70	0.15	0.97	67	37.4%
PT023	1. Patient Care Problems: Cardiovascular: Cardiogenic shock	50	2.44	0.13	0.91	58	46.3%
PT024	1. Patient Care Problems: Cardiovascular: Cardiomyopathies (e.g., hypertrophic, dilated, restrictive, idiopathic)	54	2.22	0.13	0.98	54	50.0%
PT025	1. Patient Care Problems: Cardiovascular: Coronary artery disease	35	1.23	0.11	0.65	73	32.4%
PT026	1. Patient Care Problems: Cardiovascular: Dyslipidemia	44	1.14	0.08	0.51	64	40.7%
PT027	1. Patient Care Problems: Cardiovascular: Dysrhythmias	57	2.23	0.13	0.98	51	52.8%
PT028	1. Patient Care Problems: Cardiovascular: Heart failure (acute and chronic)	48	2.17	0.14	1.00	59	44.9%
PT029	1. Patient Care Problems: Cardiovascular: Hypertension	57	1.60	0.12	0.92	51	52.8%
PT030	1. Patient Care Problems: Cardiovascular: Hypertensive urgencies or emergencies	51	1.67	0.13	0.95	57	47.2%
PT031	1. Patient Care Problems: Cardiovascular: Peripheral vascular insufficiency (e.g., acute, arterial occlusion, carotid artery stenosis, endarterectomy, peripheral stents and Fem-Pop bypass)	23	1.17	0.12	0.58	84	21.5%
PT032	1. Patient Care Problems: Cardiovascular: Pulmonary edema	53	2.09	0.14	1.01	55	49.1%
PT033	1. Patient Care Problems: Cardiovascular: Ruptured or dissecting aneurysm	38	1.32	0.12	0.74	70	35.2%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT034	1. Patient Care Problems: Cardiovascular: Structural heart defects and disease (acquired and congenital)	69	2.51	0.10	0.87	39	63.9%
PT035	1. Patient Care Problems: Cardiovascular: Vasculitis	40	1.05	0.05	0.32	68	37.0%
PT036	1. Patient Care Problems: Pulmonary: Acute lung injury (ALI) (e.g., ARDS)	47	2.32	0.14	0.96	58	44.8%
PT037	1. Patient Care Problems: Pulmonary: Acute pulmonary embolus	57	1.56	0.12	0.91	49	53.8%
PT038	1. Patient Care Problems: Pulmonary: Acute respiratory failure	64	2.63	0.10	0.79	42	60.4%
PT039	1. Patient Care Problems: Pulmonary: Air-leak syndromes (e.g., pneumothorax, pulmonary interstitial emphysema pneumopericardium, pneumomediastinum)	48	2.21	0.14	0.99	58	45.3%
PT040	1. Patient Care Problems: Pulmonary: Airway obstruction	61	2.44	0.12	0.90	45	57.6%
PT041	1. Patient Care Problems: Pulmonary: ARDS/ALI	52	2.15	0.14	1.00	54	49.1%
PT042	1. Patient Care Problems: Pulmonary: Aspiration	60	2.23	0.13	0.98	45	57.1%
PT043	1. Patient Care Problems: Pulmonary: Asthma/reactive airway disease	76	2.42	0.10	0.91	30	71.7%
PT044	1. Patient Care Problems: Pulmonary: Chronic lung disease (e.g., bronchopulmonary dysplasia, exacerbation, interstitial pulmonary fibrosis)	60	2.47	0.12	0.89	46	56.6%
PT045	1. Patient Care Problems: Pulmonary: Congenital and acquired anomalies	68	2.68	0.09	0.74	38	64.2%
PT046	1. Patient Care Problems: Pulmonary: Cystic fibrosis	47	1.68	0.14	0.96	58	44.8%
PT047	1. Patient Care Problems: Pulmonary: Exacerbation of chronic lung disease	52	2.04	0.14	1.01	54	49.1%
PT048	1. Patient Care Problems: Pulmonary: Inhalation injuries	50	1.36	0.11	0.78	56	47.2%
PT049	1. Patient Care Problems: Pulmonary: Obstructive sleep apnea	56	1.36	0.10	0.77	50	52.8%
PT050	1. Patient Care Problems: Pulmonary: Pleural effusion	49	2.22	0.14	0.98	57	46.2%
PT051	1. Patient Care Problems: Pulmonary: Pulmonary hemorrhage	53	1.83	0.14	0.99	53	50.0%
PT052	1. Patient Care Problems: Pulmonary: Pulmonary hypertension	47	2.36	0.14	0.94	58	44.8%
PT053	1. Patient Care Problems: Pulmonary: Pulmonary infections	53	2.55	0.12	0.85	53	50.0%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT054	1. Patient Care Problems: Pulmonary: Thoracic and pulmonary trauma and injuries	55	1.91	0.14	1.01	50	52.4%
PT055	1. Patient Care Problems: Pulmonary: Thoracic surgery (e.g., lung contusions, fractured ribs, hemothorax, lung reduction surgery, pneumonectomy, lobectomy, tracheal surgery)	51	1.94	0.14	1.01	55	48.1%
PT056	1. Patient Care Problems: Pulmonary: Unexpected acute life threatening events	60	2.53	0.11	0.85	46	56.6%
PT057	1. Patient Care Problems: Endocrine: Adrenal disorders	57	1.28	0.09	0.70	49	53.8%
PT058	1. Patient Care Problems: Endocrine: Diabetes mellitus	61	1.89	0.13	1.00	45	57.6%
PT059	1. Patient Care Problems: Endocrine: Diabetic ketoacidosis/hyperglycemic hyperosmolar syndrome (HHS)	57	2.23	0.13	0.98	49	53.8%
PT060	1. Patient Care Problems: Endocrine: Hormone imbalances and issues	56	1.29	0.09	0.71	50	52.8%
PT061	1. Patient Care Problems: Endocrine: Hyperglycemia	46	1.91	0.15	1.01	60	43.4%
PT062	1. Patient Care Problems: Endocrine: Hypoglycemia	49	1.98	0.14	1.01	56	46.7%
PT063	1. Patient Care Problems: Endocrine: Inborn errors of metabolism	53	1.75	0.13	0.98	53	50.0%
PT064	1. Patient Care Problems: Endocrine: Methemoglobinemia	54	1.26	0.09	0.68	51	51.4%
PT065	1. Patient Care Problems: Endocrine: Pituitary disorders	57	1.21	0.08	0.62	49	53.8%
PT066	1. Patient Care Problems: Endocrine: Syndrome of inappropriate secretion of antidiuretic hormone (SIADH)	52	1.77	0.14	0.98	54	49.1%
PT067	1. Patient Care Problems: Endocrine: Thyroid disorders	61	1.16	0.07	0.55	45	57.6%
PT068	1. Patient Care Problems: Musculoskeletal: Congenital anomalies	69	2.48	0.11	0.88	36	65.7%
PT069	1. Patient Care Problems: Musculoskeletal: Functional issues (e.g., immobility, debility, falls, gait disorders, myopathies)	56	1.86	0.13	1.00	50	52.8%
PT070	1. Patient Care Problems: Musculoskeletal: Infections (e.g., necrotizing fasciitis, osteomyelitis)	56	2.21	0.13	0.99	50	52.8%
PT071	1. Patient Care Problems: Musculoskeletal: Osteoarthritis	33	1.06	0.06	0.35	73	31.1%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT072	1. Patient Care Problems: Musculoskeletal: Osteoporosis and bone disease	48	1.42	0.09	0.65	56	46.2%
PT073	1. Patient Care Problems: Musculoskeletal: Rhabdomyolysis	71	1.59	0.08	0.67	35	67.0%
PT074	1. Patient Care Problems: Musculoskeletal: Spinal disease (e.g., scoliosis, kyphosis, disc disease)	79	1.85	0.08	0.74	27	74.5%
PT075	1. Patient Care Problems: Musculoskeletal: Sports injuries	75	1.81	0.09	0.77	31	70.8%
PT076	1. Patient Care Problems: Musculoskeletal: Stress fractures	58	1.26	0.07	0.52	48	54.7%
PT077	1. Patient Care Problems: Musculoskeletal: Traumatic fractures	77	1.92	0.09	0.77	29	72.6%
PT078	1. Patient Care Problems: Hematology/Immunology/Oncology: AIDS and HIV	66	1.23	0.06	0.46	40	62.3%
PT079	1. Patient Care Problems: Hematology/Immunology/Oncology: Anemia	99	1.94	0.07	0.68	7	93.4%
PT080	1. Patient Care Problems: Hematology/Immunology/Oncology: Anticoagulation	96	2.08	0.08	0.76	10	90.6%
PT081	1. Patient Care Problems: Hematology/Immunology/Oncology: Autoimmune diseases	92	1.80	0.08	0.76	14	86.8%
PT082	1. Patient Care Problems: Hematology/Immunology/Oncology: Bleeding disorders	97	1.88	0.07	0.71	9	91.5%
PT083	1. Patient Care Problems: Hematology/Immunology/Oncology: Blood and blood-product administration	98	2.36	0.08	0.76	8	92.5%
PT084	1. Patient Care Problems: Hematology/Immunology/Oncology: Coagulopathies	97	2.15	0.08	0.75	9	91.5%
PT085	1. Patient Care Problems: Hematology/Immunology/Oncology: Congenital and acquired immunosuppression	94	2.01	0.08	0.77	12	88.7%
PT086	1. Patient Care Problems: Hematology/Immunology/Oncology: Hematologic and solid tumors	84	1.99	0.09	0.78	22	79.3%
PT087	1. Patient Care Problems: Hematology/Immunology/Oncology: Hyperbilirubinemia	90	1.83	0.08	0.80	16	84.9%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT088	1. Patient Care Problems: Hematology/Immunology/Oncology: Myelosuppression (i.e., neutropenia, thrombocytopenia)	89	1.98	0.08	0.72	16	84.8%
PT089	1. Patient Care Problems: Hematology/Immunology/Oncology: Organ and tissue transplantation and associated problems	89	2.09	0.09	0.83	17	84.0%
PT090	1. Patient Care Problems: Hematology/Immunology/Oncology: Polycythemia	85	1.56	0.07	0.64	21	80.2%
PT091	1. Patient Care Problems: Hematology/Immunology/Oncology: Sickle cell disease	87	1.85	0.08	0.77	19	82.1%
PT092	1. Patient Care Problems: Hematology/Immunology/Oncology: Venous thromboembolism	91	1.89	0.08	0.80	15	85.9%
PT093	1. Patient Care Problems: Neurology: Brain death	80	2.25	0.09	0.79	24	76.9%
PT094	1. Patient Care Problems: Neurology: Cerebral salt wasting	58	1.91	0.11	0.80	46	55.8%
PT095	1. Patient Care Problems: Neurology: Congenital neurological abnormalities	88	2.23	0.08	0.75	16	84.6%
PT096	1. Patient Care Problems: Neurology: Encephalopathy	88	2.00	0.08	0.77	16	84.6%
PT097	1. Patient Care Problems: Neurology: Head and brain trauma/injury	80	2.29	0.09	0.77	23	77.7%
PT098	1. Patient Care Problems: Neurology: Hydrocephalus	88	2.06	0.09	0.81	16	84.6%
PT099	1. Patient Care Problems: Neurology: Intracerebral hemorrhage	88	2.11	0.09	0.81	16	84.6%
PT100	1. Patient Care Problems: Neurology: Intracranial hypertension	79	2.05	0.09	0.77	25	76.0%
PT101	1. Patient Care Problems: Neurology: Migraine headaches	67	1.54	0.09	0.72	37	64.4%
PT102	1. Patient Care Problems: Neurology: Neurologic infectious diseases	79	1.86	0.09	0.81	25	76.0%
PT103	1. Patient Care Problems: Neurology: Neuromuscular disorders	85	1.96	0.08	0.78	19	81.7%
PT104	1. Patient Care Problems: Neurology: Seizure disorders	99	2.24	0.07	0.74	5	95.2%
PT105	1. Patient Care Problems: Neurology: Space-occupying lesions	76	1.84	0.09	0.77	28	73.1%
PT106	1. Patient Care Problems: Neurology: Spinal cord injury	69	1.87	0.10	0.80	35	66.4%
PT107	1. Patient Care Problems: Neurology: Stroke	75	1.79	0.09	0.78	29	72.1%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT108	1. Patient Care Problems: Neurology: Vascular malformation	79	1.75	0.08	0.74	25	76.0%
PT109	1. Patient Care Problems: Gastrointestinal: Abdominal trauma	66	1.89	0.10	0.84	35	65.4%
PT110	1. Patient Care Problems: Gastrointestinal: Bowel infarction/obstruction/perforation	93	1.95	0.09	0.83	8	92.1%
PT111	1. Patient Care Problems: Gastrointestinal: Gallbladder disease	64	1.34	0.07	0.60	36	64.0%
PT112	1. Patient Care Problems: Gastrointestinal: Gastro-esophageal reflux	92	2.15	0.08	0.78	8	92.0%
PT113	1. Patient Care Problems: Gastrointestinal: Gastrointestinal Infectious disorders	85	1.99	0.08	0.73	15	85.0%
PT114	1. Patient Care Problems: Gastrointestinal: GI abnormalities (congenital and acquired)	90	2.01	0.07	0.71	10	90.0%
PT115	1. Patient Care Problems: Gastrointestinal: GI hemorrhage	79	1.66	0.08	0.68	21	79.0%
PT116	1. Patient Care Problems: Gastrointestinal: GI motility disorders (congenital and acquired)	91	1.89	0.08	0.78	9	91.0%
PT117	1. Patient Care Problems: Gastrointestinal: GI surgeries	85	1.96	0.08	0.75	14	85.9%
PT118	1. Patient Care Problems: Gastrointestinal: Hepatorenal syndrome	59	1.51	0.09	0.65	41	59.0%
PT119	1. Patient Care Problems: Gastrointestinal: Inflammatory bowel disease	74	1.58	0.08	0.72	26	74.0%
PT120	1. Patient Care Problems: Gastrointestinal: Liver disease (e.g., hepatitis, hepatic failure)	76	1.79	0.09	0.75	24	76.0%
PT121	1. Patient Care Problems: Gastrointestinal: Malnutrition	90	1.92	0.08	0.72	10	90.0%
PT122	1. Patient Care Problems: Gastrointestinal: Nausea/Vomiting	95	2.21	0.08	0.78	5	95.0%
PT123	1. Patient Care Problems: Gastrointestinal: Pancreatitis	87	1.75	0.08	0.78	13	87.0%
PT124	1. Patient Care Problems: Renal/Genitourinary: Acute kidney injury	78	2.27	0.09	0.77	22	78.0%
PT125	1. Patient Care Problems: Renal/Genitourinary: Chronic kidney disease (CKD)	78	1.73	0.08	0.73	21	78.8%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT126	1. Patient Care Problems: Renal/Genitourinary: Congenital or acquired renal/genitourinary abnormalities	88	1.74	0.08	0.75	12	88.0%
PT127	1. Patient Care Problems: Renal/Genitourinary: Contrast-induced nephropathy	56	1.39	0.08	0.59	44	56.0%
PT128	1. Patient Care Problems: Renal/Genitourinary: Electrolyte imbalances	93	2.43	0.07	0.68	6	93.9%
PT129	1. Patient Care Problems: Renal/Genitourinary: Fluid volume imbalances	93	2.46	0.07	0.67	6	93.9%
PT130	1. Patient Care Problems: Renal/Genitourinary: Gynecological disorders	55	1.16	0.06	0.46	45	55.0%
PT131	1. Patient Care Problems: Renal/Genitourinary: Incontinence	66	1.55	0.09	0.75	34	66.0%
PT132	1. Patient Care Problems: Renal/Genitourinary: Infections (e.g., UTI, PID, STDs)	83	1.84	0.08	0.77	16	83.8%
PT133	1. Patient Care Problems: Renal/Genitourinary: Obstetrical issues	25	1.08	0.06	0.28	75	25.0%
PT134	1. Patient Care Problems: Renal/Genitourinary: Renal and genitourinary surgeries	70	1.53	0.09	0.74	30	70.0%
PT135	1. Patient Care Problems: Renal/Genitourinary: Renal calculi	50	1.34	0.09	0.63	50	50.0%
PT136	1. Patient Care Problems: Renal/Genitourinary: Renal trauma	57	1.65	0.10	0.74	43	57.0%
PT137	1. Patient Care Problems: Integumentary: Dermatologic disorders	76	1.57	0.08	0.70	24	76.0%
PT138	1. Patient Care Problems: Integumentary: Exfoliative skin disorders (e.g. Stevens Johnson, TEN, epidermolysis bullosa)	75	1.67	0.08	0.72	25	75.0%
PT139	1. Patient Care Problems: Integumentary: Infectious skin disorders	76	1.59	0.09	0.77	24	76.0%
PT140	1. Patient Care Problems: Integumentary: IV infiltration and extravasation	89	2.24	0.08	0.78	11	89.0%
PT141	1. Patient Care Problems: Integumentary: Pressure ulcers (community or hospital acquired)	88	2.30	0.08	0.73	12	88.0%
PT142	1. Patient Care Problems: Integumentary: Pruritus	78	1.58	0.08	0.69	22	78.0%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT143	1. Patient Care Problems: Integumentary: Wounds (surgical and non-surgical)	95	2.25	0.07	0.71	5	95.0%
PT144	1. Patient Care Problems: Multisystem: Acid/base imbalances	91	2.37	0.07	0.71	9	91.0%
PT145	1. Patient Care Problems: Multisystem: Anesthetic emergencies	67	1.63	0.09	0.78	33	67.0%
PT146	1. Patient Care Problems: Multisystem: Burns	58	1.40	0.08	0.62	42	58.0%
PT147	1. Patient Care Problems: Multisystem: Child of addicted mother	78	1.54	0.08	0.72	22	78.0%
PT148	1. Patient Care Problems: Multisystem: Compartment syndrome	74	1.69	0.09	0.74	26	74.0%
PT149	1. Patient Care Problems: Multisystem: Distributive shock (e.g., anaphylaxis, neurogenic)	84	2.04	0.09	0.86	16	84.0%
PT150	1. Patient Care Problems: Multisystem: End of life issues	89	2.36	0.08	0.77	11	89.0%
PT151	1. Patient Care Problems: Multisystem: Failure to thrive	94	2.17	0.08	0.73	6	94.0%
PT152	1. Patient Care Problems: Multisystem: Hospital acquired conditions (e.g., CAUTI, CLABSI, VAP, falls)	90	2.59	0.06	0.62	10	90.0%
PT153	1. Patient Care Problems: Multisystem: Hypovolemic shock	89	2.44	0.08	0.72	11	89.0%
PT154	1. Patient Care Problems: Multisystem: Hypoxic ischemic encephalopathy	75	2.09	0.10	0.84	23	76.5%
PT155	1. Patient Care Problems: Multisystem: Infectious diseases (e.g., congenital, viral, bacterial)	95	2.44	0.07	0.65	5	95.0%
PT156	1. Patient Care Problems: Multisystem: Morbid obesity	73	1.55	0.08	0.65	26	73.7%
PT157	1. Patient Care Problems: Multisystem: Multisystem trauma	65	2.09	0.11	0.88	35	65.0%
PT158	1. Patient Care Problems: Multisystem: Near-drowning	68	2.09	0.10	0.84	32	68.0%
PT159	1. Patient Care Problems: Multisystem: Pain	98	2.60	0.06	0.60	2	98.0%
PT160	1. Patient Care Problems: Multisystem: Palliative care issues	88	2.36	0.08	0.79	12	88.0%
PT161	1. Patient Care Problems: Multisystem: Patient safety issues	99	2.54	0.07	0.70	1	99.0%
PT162	1. Patient Care Problems: Multisystem: Post resuscitation care	79	2.35	0.08	0.73	21	79.0%
PT163	1. Patient Care Problems: Multisystem: Sensory impairment (e.g., hearing loss)	77	1.39	0.07	0.61	22	77.8%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT164	1. Patient Care Problems: Multisystem: Systemic inflammatory response syndrome (SIRS)/sepsis/severe sepsis/septic shock/MODS	87	2.38	0.08	0.75	13	87.0%
PT165	1. Patient Care Problems: Multisystem: Toxic exposure (acute and chronic)	69	1.77	0.10	0.83	31	69.0%
PT166	1. Patient Care Problems: Multisystem: Toxic ingestions and inhalations	71	2.04	0.10	0.80	29	71.0%
PT167	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Aggression	84	1.64	0.08	0.75	16	84.0%
PT168	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Agitation	89	1.94	0.08	0.76	11	89.0%
PT169	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Anxiety disorders (e.g., PTSD, OCD, fears, phobias)	83	1.76	0.09	0.79	17	83.0%
PT170	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Attention Deficit Hyperactivity Disorder	82	1.88	0.09	0.81	18	82.0%
PT171	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Autism and autism spectrum disorders	89	1.80	0.09	0.81	11	89.0%
PT172	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Delirium	67	1.90	0.10	0.84	33	67.0%
PT173	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Dementia	34	1.38	0.12	0.70	66	34.0%
PT174	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Developmental issues	96	2.28	0.07	0.72	3	97.0%
PT175	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Eating Disorders	76	1.53	0.08	0.70	23	76.8%
PT176	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Learning disabilities and disorders	85	1.76	0.09	0.80	15	85.0%
PT177	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Maltreatment (e.g., abuse and neglect)	82	1.98	0.08	0.75	18	82.0%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT178	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Medical nonadherence	93	1.83	0.08	0.73	7	93.0%
PT179	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Mood disorders (e.g., depression)	83	1.76	0.08	0.71	17	83.0%
PT180	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Personality disorders (e.g., anti-social behaviors, schizophrenia)	68	1.49	0.07	0.59	32	68.0%
PT181	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Post ICU syndrome	64	1.61	0.08	0.66	36	64.0%
PT182	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Self-harm	75	1.77	0.09	0.78	25	75.0%
PT183	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Sleep Disorders	68	1.57	0.08	0.68	31	68.7%
PT184	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Substance abuse	72	1.46	0.08	0.69	28	72.0%
PT185	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Suicidal behavior	71	1.89	0.10	0.82	29	71.0%
PT186	2. Skills and Procedures: Cardiovascular: Assist with pericardiocentesis	44	1.68	0.12	0.77	56	44.0%
PT187	2. Skills and Procedures: Cardiovascular: Determine lead selection for ECGs	69	1.83	0.09	0.79	31	69.0%
PT188	2. Skills and Procedures: Cardiovascular: Direct cardiopulmonary resuscitation	72	2.15	0.10	0.82	28	72.0%
PT189	2. Skills and Procedures: Cardiovascular: Disconnect pacer wire	37	1.70	0.13	0.78	63	37.0%
PT190	2. Skills and Procedures: Cardiovascular: Insert temporary vascular access device	41	1.59	0.10	0.67	59	41.0%
PT191	2. Skills and Procedures: Cardiovascular: Interpret 12-lead ECGs	46	1.52	0.09	0.62	54	46.0%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT192	2. Skills and Procedures: Cardiovascular: Interpret ECG rhythms	71	2.06	0.08	0.69	29	71.0%
PT193	2. Skills and Procedures: Cardiovascular: Interpret echocardiograms	29	1.34	0.10	0.55	71	29.0%
PT194	2. Skills and Procedures: Cardiovascular: Interpret hemodynamic values	71	2.24	0.08	0.71	29	71.0%
PT195	2. Skills and Procedures: Cardiovascular: Interpret non-invasive hemodynamic values	70	2.26	0.08	0.70	30	70.0%
PT196	2. Skills and Procedures: Cardiovascular: Interpret stress test results	15	1.20	0.11	0.41	85	15.0%
PT197	2. Skills and Procedures: Cardiovascular: Manage arterial sheaths	22	1.32	0.14	0.65	78	22.0%
PT198	2. Skills and Procedures: Cardiovascular: Manage cardiac assist devices (e.g., RVAD, BVAD, LVAD, ECMO)	37	2.11	0.13	0.81	63	37.0%
PT199	2. Skills and Procedures: Cardiovascular: Manage epicardial pacemakers	35	2.00	0.14	0.84	65	35.0%
PT200	2. Skills and Procedures: Cardiovascular: Manage implantable cardioverter defibrillators (ICD)	31	1.65	0.14	0.75	68	31.3%
PT201	2. Skills and Procedures: Cardiovascular: Manage permanent transvenous pacemakers	30	1.60	0.12	0.67	70	30.0%
PT202	2. Skills and Procedures: Cardiovascular: Manage temporary transvenous pacemakers	36	1.58	0.12	0.73	64	36.0%
PT203	2. Skills and Procedures: Cardiovascular: Manage transcutaneous (external) pacemakers	41	1.76	0.12	0.80	59	41.0%
PT204	2. Skills and Procedures: Cardiovascular: Manage transesophageal pacemakers	22	1.36	0.14	0.66	78	22.0%
PT205	2. Skills and Procedures: Cardiovascular: Perform elective cardioversion	48	1.58	0.10	0.68	52	48.0%
PT206	2. Skills and Procedures: Cardiovascular: Perform stress testing	7	1.00	0.00	0.00	93	7.0%
PT207	2. Skills and Procedures: Cardiovascular: Perform tilt-table testing	6	1.00	0.00	0.00	94	6.0%
PT208	2. Skills and Procedures: Cardiovascular: Remove pacer wire	19	1.63	0.16	0.68	81	19.0%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT209	2. Skills and Procedures: Pulmonary: Assist with bronchoscopy	40	1.75	0.12	0.78	60	40.0%
PT210	2. Skills and Procedures: Pulmonary: Assist with intubation	68	2.15	0.10	0.82	32	68.0%
PT211	2. Skills and Procedures: Pulmonary: Assist with percutaneous tracheotomy	29	1.45	0.14	0.74	71	29.0%
PT212	2. Skills and Procedures: Pulmonary: Assist with thoracentesis	50	1.70	0.10	0.74	50	50.0%
PT213	2. Skills and Procedures: Pulmonary: Initiate mechanical ventilation	47	1.98	0.11	0.74	52	47.5%
PT214	2. Skills and Procedures: Pulmonary: Interpret pulmonary function tests	29	1.34	0.12	0.67	71	29.0%
PT215	2. Skills and Procedures: Pulmonary: Manage chest tubes	77	2.05	0.09	0.78	23	77.0%
PT216	2. Skills and Procedures: Pulmonary: Manage mechanical ventilation	61	2.13	0.10	0.78	39	61.0%
PT217	2. Skills and Procedures: Pulmonary: Manage nasal/facial CPAP/BIPAP/hi-flow nasal cannula	71	2.15	0.09	0.77	29	71.0%
PT218	2. Skills and Procedures: Pulmonary: Perform arterial punctures	24	1.71	0.16	0.81	76	24.0%
PT219	2. Skills and Procedures: Endocrine: Manage Insulin pump	46	1.65	0.11	0.74	55	45.5%
PT220	2. Skills and Procedures: Hematology/Immunology/Oncology: Manage chemotherapy/ biotherapy	35	2.00	0.15	0.91	65	35.0%
PT221	2. Skills and Procedures: Hematology/Immunology/Oncology: Manage exchange transfusions	40	1.45	0.11	0.68	60	40.0%
PT222	2. Skills and Procedures: Hematology/Immunology/Oncology: Manage plasmapheresis	33	1.64	0.12	0.70	67	33.0%
PT223	2. Skills and Procedures: Hematology/Immunology/Oncology: Perform bone marrow aspiration	14	1.57	0.20	0.76	86	14.0%
PT224	2. Skills and Procedures: Hematology/Immunology/Oncology: Perform bone marrow transplant	10	1.60	0.22	0.70	90	10.0%
PT225	2. Skills and Procedures: Hematology/Immunology/Oncology: Perform therapeutic phlebotomy	27	1.74	0.15	0.76	73	27.0%
PT226	2. Skills and Procedures: Neurology: Access ventricular reservoirs/shunts	26	1.54	0.13	0.65	72	26.5%
PT227	2. Skills and Procedures: Neurology: Assist with lumbar puncture	61	1.66	0.10	0.81	37	62.2%
PT228	2. Skills and Procedures: Neurology: Interpret EEGs	22	1.50	0.14	0.67	76	22.5%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT229	2. Skills and Procedures: Neurology: Manage baclofen pump	20	1.45	0.15	0.69	78	20.4%
PT230	2. Skills and Procedures: Neurology: Manage cerebral oxygenation monitoring devices	38	1.82	0.12	0.77	60	38.8%
PT231	2. Skills and Procedures: Neurology: Manage epidural ICP monitoring devices	33	1.82	0.13	0.77	65	33.7%
PT232	2. Skills and Procedures: Neurology: Manage intraventricular ICP monitoring devices	44	2.02	0.11	0.76	54	44.9%
PT233	2. Skills and Procedures: Neurology: Manage lumbar drain	35	1.71	0.13	0.75	63	35.7%
PT234	2. Skills and Procedures: Neurology: Manage subdural ICP monitoring devices	35	1.94	0.14	0.80	63	35.7%
PT235	2. Skills and Procedures: Neurology: Perform brain death examination	22	1.77	0.16	0.75	76	22.5%
PT236	2. Skills and Procedures: Neurology: Reprogram shunt	6	1.17	0.17	0.41	92	6.1%
PT237	2. Skills and Procedures: Gastrointestinal: Assist with endoscopy	20	1.55	0.11	0.51	78	20.4%
PT238	2. Skills and Procedures: Gastrointestinal: Assist with paracentesis	25	1.48	0.12	0.59	73	25.5%
PT239	2. Skills and Procedures: Gastrointestinal: Assist with sigmoidoscopy	6	1.33	0.21	0.52	92	6.1%
PT240	2. Skills and Procedures: Gastrointestinal: Manage feeding tubes	88	2.28	0.08	0.77	10	89.8%
PT241	2. Skills and Procedures: Gastrointestinal: Manage PEG tube	80	2.06	0.09	0.83	18	81.6%
PT242	2. Skills and Procedures: Gastrointestinal: Manage PEG/JT/drainage catheters (e.g.,, IR drains, biliary drains)	69	2.04	0.10	0.79	29	70.4%
PT243	2. Skills and Procedures: Renal/Genitourinary: Disconnect and flush renal stent	12	1.25	0.13	0.45	86	12.2%
PT244	2. Skills and Procedures: Renal/Genitourinary: Manage non-tunneled dialysis catheters	46	1.89	0.10	0.71	52	46.9%
PT245	2. Skills and Procedures: Renal/Genitourinary: Manage renal replacement therapies	39	2.08	0.12	0.74	59	39.8%
PT246	2. Skills and Procedures: Renal/Genitourinary: Manage suprapubic catheters	42	1.43	0.10	0.67	56	42.9%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT247	2. Skills and Procedures: Renal/Genitourinary: Manage tunneled dialysis catheters	42	1.86	0.11	0.72	56	42.9%
PT248	2. Skills and Procedures: Renal/Genitourinary: Perform pelvic exams	3	2.33	0.67	1.15	95	3.1%
PT249	2. Skills and Procedures: Musculoskeletal: Administer analgesic block/cortisone shot	5	1.00	0.00	0.00	93	5.1%
PT250	2. Skills and Procedures: Musculoskeletal: Apply treatment device (e.g., traction, orthotic)	34	1.47	0.14	0.79	64	34.7%
PT251	2. Skills and Procedures: Musculoskeletal: Perform casting/splinting	19	1.53	0.18	0.77	79	19.4%
PT252	2. Skills and Procedures: Musculoskeletal: Perform joint aspiration	6	1.17	0.17	0.41	92	6.1%
PT253	2. Skills and Procedures: Musculoskeletal: Perform joint injections	4	1.00	0.00	0.00	94	4.1%
PT254	2. Skills and Procedures: Musculoskeletal: Provide trigger point injections	3	1.00	0.00	0.00	95	3.1%
PT255	2. Skills and Procedures: Musculoskeletal: Relocate dislocated bones	4	1.50	0.50	1.00	94	4.1%
PT256	2. Skills and Procedures: Integumentary: Excise lesions	10	1.50	0.22	0.71	88	10.2%
PT257	2. Skills and Procedures: Integumentary: Manage wound care	77	2.22	0.08	0.74	21	78.6%
PT258	2. Skills and Procedures: Integumentary: Perform skin biopsies	11	1.09	0.09	0.30	87	11.2%
PT259	2. Skills and Procedures: Integumentary: Suture wounds	18	1.67	0.20	0.84	80	18.4%
PT260	2. Skills and Procedures: Multisystem: Interpret diagnostic imaging	53	1.62	0.09	0.66	44	54.6%
PT261	2. Skills and Procedures: Multisystem: Manage pharmaceutical interventions	63	2.05	0.09	0.73	34	65.0%
PT262	2. Skills and Procedures: Multisystem: Manage targeted temperature therapies	56	1.80	0.10	0.72	41	57.7%
PT263	2. Skills and Procedures: Multisystem: Prescribe durable medical equipment	35	1.77	0.12	0.73	62	36.1%
PT264	2. Skills and Procedures: Multisystem: Provide nonpharmacological interventions	83	2.11	0.08	0.72	14	85.6%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT265	2. Skills and Procedures: Behavioral: De-escalation techniques (e.g., crisis prevention)	75	1.80	0.09	0.77	22	77.3%
PT266	2. Skills and Procedures: Behavioral: Manage assaultive behavior	58	1.67	0.09	0.71	39	59.8%
PT267	2. Skills and Procedures: Behavioral: Manage patient in restraints	69	1.97	0.10	0.84	27	71.9%
PT268	2. Skills and Procedures: Behavioral: Manage patients in seclusion	25	1.48	0.13	0.65	72	25.8%
PT269	2. Skills and Procedures: Wellness: Implement acute and chronic pain prevention strategies	75	2.17	0.09	0.74	22	77.3%
PT270	2. Skills and Procedures: Wellness: Interpret anthropometric measurements	34	1.94	0.14	0.81	64	34.7%
PT271	2. Skills and Procedures: Wellness: Perform developmental screening and/or examinations	49	1.76	0.12	0.85	49	50.0%
PT272	2. Skills and Procedures: Wellness: Perform mental health screening and/or examinations	33	1.55	0.12	0.67	65	33.7%
PT273	2. Skills and Procedures: Wellness: Perform physical health screening and/or examinations	39	1.95	0.14	0.86	59	39.8%
PT274	2. Skills and Procedures: Wellness: Perform vulnerable population risk screening and/or examination	46	1.76	0.11	0.77	52	46.9%
PT275	3. PED Competencies: Standard 1. Assessment: Collaborates with other professionals to assemble a comprehensive assessment of the child and family.	92	2.57	0.06	0.60	3	96.8%
PT276	3. PED Competencies: Standard 1. Assessment: Conducts comprehensive physical, mental health, and developmental assessments.	82	2.01	0.09	0.78	13	86.3%
PT277	3. PED Competencies: Standard 1. Assessment: Analyzes the family system to identify factors that might influence the health of the child and family.	89	2.31	0.07	0.68	6	93.7%
PT278	3. PED Competencies: Standard 1. Assessment: Screens for evidence-based risk factors (e.g., unsupervised after school, abuse, bullying, and relationships with peers and siblings).	73	1.88	0.10	0.82	22	76.8%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT279	3. PED Competencies: Standard 1. Assessment: Initiates and interprets age-appropriate and condition-specific laboratory tests and diagnostic procedures.	73	2.14	0.09	0.77	22	76.8%
PT280	3. PED Competencies: Standard 1. Assessment: Assesses the quality of care provided to children and families across settings.	92	2.51	0.07	0.65	3	96.8%
PT281	3. PED Competencies: Standard 2. Diagnosis: Systematically compares and contrasts clinical findings with normal and abnormal variations and developmental events in formulating a differential diagnosis that encompasses anatomical, physiological, motor, cognitive, developmental, psychological, and social behavior across the pediatric lifespan.	83	2.18	0.08	0.77	12	87.4%
PT282	3. PED Competencies: Standard 2. Diagnosis: Utilizes complex data and information obtained during interview, examination, and diagnostic procedures in identifying diagnoses.	77	2.21	0.08	0.73	18	81.1%
PT283	3. PED Competencies: Standard 2. Diagnosis: Assists staff in developing and maintaining competency in the diagnostic process.	84	2.32	0.07	0.68	11	88.4%
PT284	3. PED Competencies: Standard 2. Diagnosis: Interprets age-, developmental-, and situational-appropriate screening and analytic studies essential in the diagnosis and management of the child with a health condition.	82	2.22	0.08	0.72	12	87.2%
PT285	3. PED Competencies: Standard 2. Diagnosis: Applies evidence-based clinical practice guidelines to guide screening and diagnosis.	89	2.43	0.07	0.67	6	93.7%
PT286	3. PED Competencies: Standard 3. Outcomes Identification: Identifies expected outcomes that incorporate cost and clinical effectiveness, the child's and family's expectations, and continuity and consistency among healthcare providers.	92	2.48	0.07	0.65	2	97.9%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT287	3. PED Competencies: Standard 3. Outcomes Identification: Differentiates outcomes that require care process interventions from those that require system-level interventions.	92	2.53	0.07	0.64	2	97.9%
PT288	3. PED Competencies: Standard 3. Outcomes Identification: Incorporates the use of evidence-based clinical guidelines that support positive expected outcomes for the child.	92	2.68	0.06	0.53	1	98.9%
PT289	3. PED Competencies: Standard 4. Planning: Identifies assessment, diagnostic strategies, and therapeutic interventions within the plan of care that reflect current pediatric healthcare practice, including data, research, literature, and expert clinical knowledge.	93	2.51	0.07	0.64	1	98.9%
PT290	3. PED Competencies: Standard 4. Planning: Devises a comprehensive plan of care that reflects the responsibilities of the advanced practice registered nurse, child, and family and may include delegation of activities.	89	2.37	0.07	0.66	5	94.7%
PT291	3. PED Competencies: Standard 4. Planning: Leads the design and development of interprofessional processes to address the situation or issue.	91	2.51	0.07	0.66	3	96.8%
PT292	3. PED Competencies: Standard 4. Planning: Formulates the comprehensive plan of care, including educational interventions related to the child's health status, conventional and alternative therapies, self-care activities, and coordination of comprehensive services to ensure continuity of care.	88	2.20	0.08	0.76	6	93.6%
PT293	3. PED Competencies: Standard 4. Planning: Identifies the need for and initiates appropriate referrals to healthcare professionals to support the comprehensive plan of care.	87	2.22	0.08	0.74	6	93.6%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT294	3. PED Competencies: Standard 4. Planning: Documents the comprehensive plan of care in a manner that allows access by the child, family, and healthcare providers, as appropriate, and provides direction for the family and healthcare team as they focus on attaining expected outcomes.	83	2.10	0.09	0.79	10	89.3%
PT295	3. PED Competencies: Standard 4. Planning: Selects or designs strategies to meet the multifaceted needs of the complex pediatric patient.	89	2.40	0.07	0.70	4	95.7%
PT296	3. PED Competencies: Standard 4. Planning: Contributes to the development and continuous improvement of organizational systems that support the plan of care process.	90	2.58	0.06	0.58	3	96.8%
PT297	3. PED Competencies: Standard 4. Planning: Supports the integration of clinical, human, and financial resources to enhance and complete the decision-making processes.	88	2.45	0.07	0.64	5	94.6%
PT298	3. PED Competencies: Standard 5. Implementation: Facilitates utilization of systems and community resources to implement the plan of care.	88	2.28	0.08	0.74	3	96.7%
PT299	3. PED Competencies: Standard 5. Implementation: Supports collaboration with nursing and other colleagues to implement the plan.	90	2.69	0.05	0.49	1	98.9%
PT300	3. PED Competencies: Standard 5. Implementation: Incorporates new knowledge and strategies to initiate change in nursing care practices if desired outcomes are not achieved.	91	2.69	0.05	0.49	0	100.0%
PT301	3. PED Competencies: Standard 5. Implementation: Assumes responsibility for safe and efficient implementation of the plan.	88	2.51	0.07	0.66	3	96.7%
PT302	3. PED Competencies: Standard 5. Implementation: Uses advanced communication skills to promote relationships between the child, family, and caregiver to assure an open discussion of the family's experiences and to improve healthcare outcomes.	89	2.52	0.07	0.64	1	98.9%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT303	3. PED Competencies: Standard 5. Implementation: Actively participates in the development and continuous improvement of systems that support implementation of the plan.	90	2.62	0.06	0.57	0	100.0%
PT304	3. PED Competencies: Standard 5A. Coordination of Care: Provides leadership in the coordination of interprofessional health care for integrated delivery of pediatric care services.	89	2.58	0.06	0.58	2	97.8%
PT305	3. PED Competencies: Standard 5A. Coordination of Care: Synthesizes data and information to prescribe necessary system and community support measures, including modifications of surroundings.	89	2.29	0.08	0.76	2	97.8%
PT306	3. PED Competencies: Standard 5A. Coordination of Care: Delegates appropriate activities according to the condition of the child and the relative skill and scope of practice of the caregiver.	86	2.22	0.08	0.74	4	95.6%
PT307	3. PED Competencies: Standard 5A. Coordination of Care: Provides case management and clinical coordination of care using advanced data synthesis with consideration of the child's and family's complex needs and desired outcomes.	82	2.16	0.09	0.81	8	91.1%
PT308	3. PED Competencies: Standard 5A. Coordination of Care: Coordinates system and community resources to achieve optimal quality of care, delivered in a cost-effective manner within an interprofessional team approach.	82	2.12	0.09	0.82	7	92.1%
PT309	3. PED Competencies: Standard 5A. Coordination of Care: Negotiates health-related services and additional specialized care with the child, family, appropriate systems, agencies, and providers across continuums of care.	79	1.92	0.09	0.83	11	87.8%
PT310	3. PED Competencies: Standard 5A. Coordination of Care: Discusses referrals with the child (if age appropriate) and family.	80	2.08	0.08	0.76	10	88.9%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT311	3. PED Competencies: Standard 5A. Coordination of Care: Makes referrals to other healthcare providers and community service agencies as appropriate to meet the needs of the child with consideration of benefits and costs.	76	1.91	0.10	0.85	14	84.4%
PT312	3. PED Competencies: Standard 5A. Coordination of Care: Ensures continuity of care throughout the healthcare referral process by implementing recommendations from referral sources.	79	1.95	0.10	0.85	11	87.8%
PT313	3. PED Competencies: Standard 5B. Health Teaching and Health Promotion: Employs diverse and complex strategies, interventions, and teaching with the child and family to promote, maintain, restore, and improve health and to prevent illness and injury.	85	2.19	0.08	0.75	4	95.5%
PT314	3. PED Competencies: Standard 5B. Health Teaching and Health Promotion: Synthesizes empirical evidence about risk behaviors, learning theories, behavioral change theories, motivational theories, epidemiology, genetics, culture, and other related theories and frameworks when designing health education information and programs.	84	2.11	0.09	0.79	5	94.4%
PT315	3. PED Competencies: Standard 5B. Health Teaching and Health Promotion: Bases anticipatory guidance and teaching on current scientific knowledge, research, epidemiological principles, and the family's health beliefs and practices.	85	2.19	0.08	0.76	4	95.5%
PT316	3. PED Competencies: Standard 5B. Health Teaching and Health Promotion: Collaborates with the interprofessional team to provide the child (if age appropriate) and family with information regarding interventions, including potential benefits, risks, complications, and alternatives.	86	2.29	0.08	0.75	3	96.6%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT317	3. PED Competencies: Standard 5B. Health Teaching and Health Promotion: Engages consumer alliances and advocacy groups, when appropriate, in health teaching and health promotion activities related to the health and welfare of children and families.	76	1.75	0.09	0.80	13	85.4%
PT318	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Prescribes evidence-based treatments, therapies, and procedures considering the child's comprehensive healthcare needs and based on current pediatric knowledge, research, and practice.	43	2.23	0.13	0.84	47	47.8%
PT319	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Prescribes appropriate non-pharmacological interventions, including complementary and alternative therapies.	54	2.06	0.11	0.83	36	60.0%
PT320	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Prescribes pharmacologic agents based on current knowledge of pharmacogenetics, genomics, and physiological principles that are both universal and unique to the care of children at each stage in their development.	26	2.19	0.16	0.80	63	29.2%
PT321	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Prescribes specific pharmacological agents and treatments based on clinical indicators, the child's status and needs, and results of diagnostic and laboratory tests.	26	2.19	0.16	0.80	64	28.9%
PT322	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Provides the child (if age or developmentally appropriate) and family with information about diagnostic and laboratory results, as well as effects and potential adverse effects of proposed prescriptive therapies.	57	2.07	0.11	0.80	32	64.0%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT323	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Selects pharmacological and non-pharmacological treatments based on an evaluation of therapeutic and potential adverse effects.	40	2.08	0.13	0.83	49	44.9%
PT324	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Provides information to the family regarding agents the child should refrain from taking because of potential adverse effects on the child.	57	1.98	0.11	0.81	33	63.3%
PT325	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Provides the child (if age or developmentally appropriate) and family with information about costs, alternative treatments, and procedures as appropriate.	45	2.11	0.12	0.80	45	50.0%
PT326	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Monitors current issues related to pharmacological agents, including off-label use and pediatric safe dosage for medications indicated for adults.	58	2.00	0.10	0.77	32	64.4%
PT327	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Orders appropriate medications and treatments utilizing evidence based guidelines and protocols.	32	2.13	0.16	0.91	58	35.6%
PT328	3. PED Competencies: Standard 6. Evaluation: Evaluates diagnosis accuracy and the effectiveness of interventions and other variables in relation to the child's attainment of expected outcomes.	82	2.12	0.09	0.78	6	93.2%
PT329	3. PED Competencies: Standard 6. Evaluation: Synthesizes results of the evaluation to determine the effect of the plan on children, providers, families, groups, communities, and institutions.	82	2.04	0.08	0.74	6	93.2%
PT330	3. PED Competencies: Standard 6. Evaluation: Adapts the plan of care according to the evaluation of the child's response.	83	2.24	0.08	0.71	5	94.3%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT331	3. PED Competencies: Standard 6. Evaluation: Uses evaluation results to make or recommend process or structural changes, including policy, procedure, or protocol revision, as appropriate.	82	2.43	0.07	0.67	6	93.2%
PT332	3. PED Competencies: Standard 6. Evaluation: Refers to best practice models to assist in evaluating outcomes.	86	2.55	0.07	0.64	2	97.7%
PT333	3. PED Competencies: Standard 6. Evaluation: Synthesizes an evaluation, on a continual basis, as it relates to the effectiveness of care provided.	86	2.49	0.07	0.68	2	97.7%
PT334	3. PED Competencies: Standard 7. Ethics: Ensures that the care provided is consistent with the child's and family's needs and values and is within codes of ethical practice.	85	2.49	0.07	0.67	2	97.7%
PT335	3. PED Competencies: Standard 7. Ethics: Informs the child (as appropriate) and family of the risks, benefits, and outcomes of healthcare regimens to support informed decision making by the child and family.	82	2.11	0.09	0.82	6	93.2%
PT336	3. PED Competencies: Standard 7. Ethics: Makes decisions and initiates actions on behalf of children and their families in an ethical manner, taking into consideration the values of the child and family.	82	2.29	0.08	0.76	6	93.2%
PT337	3. PED Competencies: Standard 7. Ethics: Ensures informed consent or age-appropriate assent for procedures, treatment, and research, as appropriate.	81	2.31	0.09	0.78	7	92.1%
PT338	3. PED Competencies: Standard 7. Ethics: Serves as an advocate for the child and family in developing policies and providing care to the child and family.	85	2.64	0.06	0.59	3	96.6%
PT339	3. PED Competencies: Standard 7. Ethics: Contributes to the creation of individual and system responses to the resolution of ethical dilemmas.	84	2.37	0.08	0.72	4	95.5%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT340	3. PED Competencies: Standard 7. Ethics: Advocates for a process of ongoing ethical inquiry into patient care practices where varying perspectives are acknowledged and validated.	85	2.36	0.08	0.70	3	96.6%
PT341	3. PED Competencies: Standard 7. Ethics: Participates in interprofessional teams that address ethical concerns, risks or considerations, benefits, and outcomes of patient care.	85	2.42	0.08	0.73	3	96.6%
PT342	3. PED Competencies: Standard 7. Ethics: Applies ethically sound solutions to complex issues related to individuals, populations, and systems of care.	86	2.47	0.07	0.66	2	97.7%
PT343	3. PED Competencies: Standard 7. Ethics: Identifies and communicates the risks, benefits, and outcomes of programs and decisions that may negatively affect healthcare delivery.	87	2.40	0.08	0.75	1	98.9%
PT344	3. PED Competencies: Standard 8. Education: Uses current evidence to expand clinical knowledge, skills, abilities, and judgment to enhance role performance and increase knowledge of professional issues.	88	2.75	0.05	0.46	0	100.0%
PT345	3. PED Competencies: Standard 8. Education: Participates in interprofessional educational experiences focusing on patient outcomes.	88	2.73	0.05	0.50	0	100.0%
PT346	3. PED Competencies: Standard 9. Evidence-based Practice and Research: Contributes to nursing knowledge by conducting or synthesizing research that discovers, examines, and evaluates knowledge, theories, criteria, and creative approaches to improve healthcare practice and outcomes.	85	2.39	0.08	0.77	3	96.6%
PT347	3. PED Competencies: Standard 9. Evidence-based Practice and Research: Formally and informally disseminates research findings through practice, education, presentations, publications, consultation, and journal clubs.	87	2.62	0.05	0.51	1	98.9%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT348	3. PED Competencies: Standard 9. Evidence-based Practice and Research: Promotes a climate of research and clinical inquiry.	87	2.59	0.07	0.62	1	98.9%
PT349	3. PED Competencies: Standard 11. Communication: Leads the interprofessional team in developing effective communication patterns and conflict resolution.	87	2.53	0.06	0.59	0	100.0%
PT350	3. PED Competencies: Standard 11. Communication: Promotes communication of information and advancement of the profession through writing, publishing, and preparing presentations for professional and lay audiences.	86	2.47	0.07	0.63	1	98.9%
PT351	3. PED Competencies: Standard 11. Communication: Establishes effective communication modalities and formats between healthcare team members and the children and families for whom they care.	87	2.49	0.06	0.59	0	100.0%
PT352	3. PED Competencies: Standard 11. Communication: Serves as a consultant for team members, families, and children who are having trouble communicating effectively.	86	2.48	0.07	0.65	1	98.9%
PT353	3. PED Competencies: Standard 11. Communication: Advocates for health team members, families, and children, as appropriate, when conflicts in communication or decision-making arise.	85	2.55	0.06	0.57	2	97.7%
PT354	3. PED Competencies: Standard 12. Leadership: Influences decision-making bodies to improve child health care, health services, and policies locally, regionally, nationally, and internationally.	82	2.17	0.08	0.77	5	94.3%
PT355	3. PED Competencies: Standard 12. Leadership: Provides direction to enhance the effectiveness of the interprofessional healthcare team.	85	2.55	0.06	0.57	2	97.7%
PT356	3. PED Competencies: Standard 12. Leadership: Promotes advanced practice nursing and role development by interpreting its role for patients, families, and the community.	87	2.39	0.08	0.72	0	100.0%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT357	3. PED Competencies: Standard 12. Leadership: Mentors colleagues in the acquisition of clinical knowledge, skills, abilities, and judgment.	87	2.61	0.06	0.60	0	100.0%
PT358	3. PED Competencies: Standard 12. Leadership: Initiates and revises policies, protocols, and guidelines that reflect evidence-based practice and novel approaches in care management and address emerging trends.	87	2.63	0.06	0.59	0	100.0%
PT359	3. PED Competencies: Standard 12. Leadership: Designs innovations to effect change in practice and improve health outcomes.	86	2.47	0.07	0.68	1	98.9%
PT360	3. PED Competencies: Standard 12. Leadership: Contributes to an environment that is conducive to clinical education of other healthcare providers, including teaching, mentoring, and precepting.	87	2.64	0.06	0.55	0	100.0%
PT361	3. PED Competencies: Standard 12. Leadership: Contributes to others' professional development to improve child healthcare and to foster the profession's growth.	87	2.66	0.06	0.52	0	100.0%
PT362	3. PED Competencies: Standard 13. Collaboration: Partners with other disciplines to enhance healthcare consumer outcomes through interprofessional activities, such as education, consultation, management, technological development, or research opportunities.	87	2.63	0.06	0.59	0	100.0%
PT363	3. PED Competencies: Standard 13. Collaboration: Invites the contribution of the child, family, and team members in order to achieve optimal outcomes.	87	2.56	0.06	0.58	0	100.0%
PT364	3. PED Competencies: Standard 13. Collaboration: Leads in establishing, improving, and sustaining collaborative relationships to achieve safe, quality health care for children and their families.	87	2.60	0.07	0.62	0	100.0%
PT365	3. PED Competencies: Standard 13. Collaboration: Models expert practice to interprofessional team members and healthcare consumers.	87	2.61	0.06	0.58	0	100.0%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT366	3. PED Competencies: Standard 13. Collaboration: Actively participates in or provides guidance to research teams in discovery and application of evidence for nursing practice.	84	2.40	0.08	0.75	2	97.7%
PT367	3. PED Competencies: Standard 13. Collaboration: Documents plan-of-care communications, rationales for plan-of care changes, and collaborative discussions to improve child health outcomes.	83	2.31	0.08	0.71	4	95.4%
PT368	3. PED Competencies: Standard 13. Collaboration: Participates on interprofessional teams that contribute to role development, advanced pediatric nursing practice, and health care.	86	2.58	0.07	0.60	1	98.9%
PT369	3. PED Competencies: Standard 14. Professional Practice Evaluation: Engages in a formal process seeking feedback regarding one's own practice from the child, family, peers, professional colleagues, and others.	85	2.40	0.08	0.69	1	98.8%
PT370	3. PED Competencies: Standard 14. Professional Practice Evaluation: Actively participates in the process of monitoring the quality of one's own practice with periodic evaluation and plans to address deficiencies and continue improvement.	86	2.45	0.07	0.64	0	100.0%
PT371	3. PED Competencies: Standard 14. Professional Practice Evaluation: Addresses patient safety with each client contact, incorporates safety standards in own practice, and periodically evaluates safety of the practice environment.	86	2.55	0.06	0.55	0	100.0%
PT372	3. PED Competencies: Standard 15. Resource Utilization: Utilizes organizational and community resources to formulate interprofessional plans of care.	84	2.19	0.07	0.67	2	97.7%
PT373	3. PED Competencies: Standard 15. Resource Utilization: Develops innovative solutions for child healthcare problems that address effective resource utilization and maintenance of quality.	85	2.18	0.08	0.76	1	98.8%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT374	3. PED Competencies: Standard 15. Resource Utilization: Develops evaluation strategies to demonstrate cost efficiency and effectiveness associated with pediatric nursing practice.	83	2.18	0.08	0.73	3	96.5%
PT375	3. PED Competencies: Standard 15. Resource Utilization: Develops evaluation methods to measure patient safety and effectiveness for interventions and outcomes.	85	2.33	0.08	0.70	1	98.8%
PT376	3. PED Competencies: Standard 15. Resource Utilization: Promotes activities that help others learn about benefits, risks, and costs of the plan of care.	82	2.22	0.08	0.70	4	95.4%
PT377	3. PED Competencies: Standard 15. Resource Utilization: Initiates ongoing activities to analyze patient care systems in an effort to improve the quality of care provided to children and their families.	84	2.29	0.08	0.74	2	97.7%
PT378	3. PED Competencies: Standard 15. Resource Utilization: Uses aggregate data, in collaboration with others, to develop or revise systems to avoid duplication of or gaps in service.	83	2.30	0.08	0.71	3	96.5%
PT379	3. PED Competencies: Standard 15. Resource Utilization: Advocates for the elimination of barriers to care and supports the optimal level of care for the child and family.	83	2.39	0.07	0.62	3	96.5%
PT380	3. PED Competencies: Standard 15. Resource Utilization: Develops innovative solutions and applies strategies to obtain appropriate resources for nursing initiatives.	84	2.32	0.08	0.71	2	97.7%
PT381	3. PED Competencies: Standard 15. Resource Utilization: Secures organizational resources to ensure a work environment conducive to completing the identified plan of care and outcomes.	84	2.25	0.08	0.71	1	98.8%
PT382	3. PED Competencies: Standard 16. Environmental Health: Creates partnerships that promote sustainable environmental health policies and conditions.	74	1.85	0.08	0.72	10	88.1%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT383	3. PED Competencies: Standard 16. Environmental Health: Analyzes the impact of social, political, and economic influences on the environment and pediatric health exposures.	72	1.58	0.08	0.69	12	85.7%
PT384	3. PED Competencies: Standard 16. Environmental Health: Critically evaluates the manner in which environmental health issues are presented by the popular media.	62	1.56	0.09	0.72	22	73.8%
PT385	3. PED Competencies: Standard 16. Environmental Health: Advocates for implementation of environmental principles for pediatric nursing practice.	65	1.72	0.09	0.70	19	77.4%
PT386	3. PED Competencies: Standard 16. Environmental Health: Supports nurses in advocating for and implementing environmental principles in pediatric nursing practice.	71	1.76	0.09	0.73	13	84.5%
PT387	3. PED Competencies: Standard 17. Advocacy: Advances the profession through enhancing public awareness and health professional familiarity with the advanced practice pediatric nursing role and scope of practice.	78	2.15	0.08	0.74	7	91.8%
PT388	3. PED Competencies: Standard 17. Advocacy: Advocates for unrestricted access to quality, cost-effective care within healthcare agencies for children and families.	80	2.01	0.09	0.82	5	94.1%
PT389	3. PED Competencies: Standard 17. Advocacy: Uses relevant policy specific to children to direct appropriate patient care and to eliminate financial and legislative restrictions that limit access to health care.	81	1.85	0.09	0.82	4	95.3%
PT390	3. PED Competencies: Standard 17. Advocacy: Serves as an advocate for the unique needs of children and families within the healthcare system, including facilitating transitions across varying healthcare settings and the home.	83	2.16	0.08	0.76	2	97.7%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT391	4. Core Competencies: A. Direct Care Competency: Conducts comprehensive, holistic wellness and illness assessments using known or innovative evidence-based techniques, tools, and direct and indirect methods.	78	2.04	0.09	0.80	5	94.0%
PT392	4. Core Competencies: A. Direct Care Competency: Obtains data about context and etiologies (including both non-disease and disease-related factors) necessary to formulate differential diagnoses and plans of care, and to identify and evaluate of outcomes.	71	2.21	0.08	0.70	12	85.5%
PT393	4. Core Competencies: A. Direct Care Competency: Employs evidence-based clinical practice guidelines to guide screening and diagnosis.	77	2.25	0.08	0.71	7	91.7%
PT394	4. Core Competencies: A. Direct Care Competency: Assesses the effects of interactions among the individual, family, community, and social systems on health and illness.	80	2.05	0.09	0.76	3	96.4%
PT395	4. Core Competencies: A. Direct Care Competency: Identifies potential risks to patient safety, autonomy and quality of care based on assessments across the patient, nurse and system spheres of influence.	81	2.46	0.07	0.67	2	97.6%
PT396	4. Core Competencies: A. Direct Care Competency: Assesses the impact of environmental/system factors on care.	81	2.23	0.08	0.75	3	96.4%
PT397	4. Core Competencies: A. Direct Care Competency: Synthesizes assessment data, advanced knowledge, and experience, using critical thinking and clinical judgment to formulate differential diagnoses for clinical problems amenable to CNS intervention.	80	2.41	0.08	0.71	4	95.2%
PT398	4. Core Competencies: A. Direct Care Competency: Prioritizes differential diagnoses to reflect those conditions most relevant to signs, symptoms and patterns amenable to CNS interventions.	80	2.20	0.08	0.75	4	95.2%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT399	4. Core Competencies: A. Direct Care Competency: Selects interventions that may include, but are not limited to: Application of advanced nursing therapies, Initiation of interdisciplinary team meetings, consultations and other communications to benefit patient care, Management of patient medications, clinical procedures and other interventions, Psychosocial support including patient counseling and spiritual interventions	82	2.33	0.07	0.67	2	97.6%
PT400	4. Core Competencies: A. Direct Care Competency: Designs strategies, including advanced nursing therapies, to meet the multifaceted needs of complex patients and groups of patients.	81	2.31	0.07	0.61	2	97.6%
PT401	4. Core Competencies: A. Direct Care Competency: Develops evidence-based clinical interventions and systems to achieve defined patient and system outcomes.	83	2.40	0.07	0.68	1	98.8%
PT402	4. Core Competencies: A. Direct Care Competency: Uses advanced communication skills within therapeutic relationships to improve patient outcomes.	81	2.48	0.07	0.61	2	97.6%
PT403	4. Core Competencies: A. Direct Care Competency: Prescribe: pharmacologic interventions	25	2.00	0.18	0.91	59	29.8%
PT404	4. Core Competencies: A. Direct Care Competency: Prescribe: non-pharmacologic interventions	54	2.19	0.11	0.80	30	64.3%
PT405	4. Core Competencies: A. Direct Care Competency: Prescribe: diagnostic measures	33	1.91	0.15	0.84	51	39.3%
PT406	4. Core Competencies: A. Direct Care Competency: Prescribe: equipment	41	2.07	0.12	0.75	43	48.8%
PT407	4. Core Competencies: A. Direct Care Competency: Prescribe: treatments	39	2.00	0.13	0.79	44	47.0%
PT408	4. Core Competencies: A. Direct Care Competency: Provides direct care to selected patients based on the needs of the patient and the CNS's specialty knowledge and skills	78	2.22	0.08	0.75	5	94.0%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT409	4. Core Competencies: A. Direct Care Competency: Assists staff in the development of innovative, cost effective programs or protocols of care	82	2.49	0.07	0.63	2	97.6%
PT410	4. Core Competencies: A. Direct Care Competency: Evaluates nursing practice that considers Safety, Timeliness, Effectiveness, Efficiency, Efficacy and Patient-centered care.	82	2.56	0.07	0.59	2	97.6%
PT411	4. Core Competencies: A. Direct Care Competency: Determines when evidence based guidelines, policies, procedures and plans of care need to be tailored to the individual.	82	2.52	0.07	0.61	2	97.6%
PT412	4. Core Competencies: A. Direct Care Competency: Differentiates between outcomes that require care process modification at the individual patient level and those that require modification at the system level.	83	2.37	0.08	0.69	1	98.8%
PT413	4. Core Competencies: A. Direct Care Competency: Leads development of evidence-based plans for meeting individual, family, community, and population needs.	82	2.30	0.08	0.76	2	97.6%
PT414	4. Core Competencies: A. Direct Care Competency: Provides leadership for collaborative, evidence-based revision of diagnoses and plans of care, to improve patient outcomes	82	2.40	0.08	0.72	2	97.6%
PT415	4. Core Competencies: B. Consultation Competency: Provides consultation to staff nurses, medical staff and interdisciplinary colleagues	84	2.68	0.06	0.52	0	100.0%
PT416	4. Core Competencies: B. Consultation Competency: Initiates consultation to obtain resources as necessary to facilitate progress toward achieving identified outcomes.	84	2.50	0.07	0.69	0	100.0%
PT417	4. Core Competencies: B. Consultation Competency: Communicates consultation findings to appropriate parties consistent with professional and institutional standards.	84	2.58	0.06	0.56	0	100.0%
PT418	4. Core Competencies: B. Consultation Competency: Analyzes data from consultations to implement practice improvements.	83	2.47	0.08	0.70	1	98.8%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT419	4. Core Competencies: C: Systems Leadership Competency: Facilitates the provision of clinically competent care by staff/team through education, role modeling, teambuilding, and quality monitoring.	84	2.64	0.06	0.53	0	100.0%
PT420	4. Core Competencies: C: Systems Leadership Competency: Performs system level assessments to identify variables that influence nursing practice and outcomes, including but not limited to: Population variables, Environment, System of health care delivery, Regulatory requirements, Internal and external political influences/stability, Health care financing, Recurring practices that enhance or compromise patient or system outcomes.	83	2.36	0.08	0.73	1	98.8%
PT421	4. Core Competencies: C: Systems Leadership Competency: Determines nursing practice and system interventions that will promote patient, family and community safety.	84	2.51	0.07	0.63	0	100.0%
PT422	4. Core Competencies: C: Systems Leadership Competency: Uses effective strategies for changing clinician and team behavior to encourage adoption of evidence-based practices and innovations in care delivery.	84	2.50	0.07	0.63	0	100.0%
PT423	4. Core Competencies: C: Systems Leadership Competency: Provides leadership in maintaining a supportive and healthy work environment.	84	2.57	0.07	0.61	0	100.0%
PT424	4. Core Competencies: C: Systems Leadership Competency: Provides leadership in promoting interdisciplinary collaboration to implement outcome-focused patient care programs meeting the clinical needs of patients, families, populations and communities.	84	2.58	0.07	0.64	0	100.0%
PT425	4. Core Competencies: C: Systems Leadership Competency: Develops age-specific clinical standards, policies and procedures.	84	2.52	0.07	0.65	0	100.0%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT426	4. Core Competencies: C: Systems Leadership Competency: Uses leadership, team building, negotiation, and conflict resolution skills to build partnerships within and across systems, including communities.	84	2.55	0.07	0.67	0	100.0%
PT427	4. Core Competencies: C: Systems Leadership Competency: Coordinates the care of patients with use of system and community resources to assure successful health/illness/wellness transitions, enhance delivery of care, and achieve optimal patient outcomes.	80	2.43	0.07	0.65	4	95.2%
PT428	4. Core Competencies: C: Systems Leadership Competency: Considers fiscal and budgetary implications in decision making regarding practice and system modifications: Evaluates use of products and services for appropriateness and cost/benefit in meeting care needs, Conducts cost/benefit analysis of new clinical technologies, Evaluates impact of introduction or withdrawal of products, services, and technologies	83	2.28	0.08	0.75	1	98.8%
PT429	4. Core Competencies: C: Systems Leadership Competency: Leads system change to improve health outcomes through evidence based practice: Specifies expected clinical and system level outcomes., Designs programs to improve clinical and system level processes and outcomes., Facilitates the adoption of practice change	84	2.48	0.08	0.70	0	100.0%
PT430	4. Core Competencies: C: Systems Leadership Competency: Evaluates impact of CNS and other nursing practice on systems of care using nurse-sensitive outcomes	83	2.34	0.08	0.75	1	98.8%
PT431	4. Core Competencies: C: Systems Leadership Competency: Disseminates outcomes of system-level change internally and externally	84	2.33	0.08	0.73	0	100.0%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT432	4. Core Competencies: D. Collaboration Competency: Assesses the quality and effectiveness of interdisciplinary, intra-agency, and inter-agency communication and collaboration.	80	2.26	0.07	0.67	3	96.4%
PT433	4. Core Competencies: D. Collaboration Competency: Establishes collaborative relationships within and across departments that promote patient safety, culturally competent care, and clinical excellence	82	2.63	0.06	0.56	1	98.8%
PT434	4. Core Competencies: D. Collaboration Competency: Provides leadership for establishing, improving, and sustaining collaborative relationships to meet clinical needs.	83	2.55	0.07	0.61	0	100.0%
PT435	4. Core Competencies: D. Collaboration Competency: Practices collegially with medical staff and other members of the healthcare team so that all providers' unique contributions to health outcomes will be enhanced.	83	2.66	0.06	0.55	0	100.0%
PT436	4. Core Competencies: D. Collaboration Competency: Facilitates intra-agency and inter-agency communication.	81	2.19	0.09	0.78	2	97.6%
PT437	4. Core Competencies: E. Coaching Competency: Coaches patients and families to help them navigate the healthcare system.	81	2.25	0.08	0.73	2	97.6%
PT438	4. Core Competencies: E. Coaching Competency: Designs health information and patient education appropriate to the patient's developmental level, health literacy level, learning needs, readiness to learn, and cultural values and beliefs.	79	2.38	0.08	0.70	4	95.2%
PT439	4. Core Competencies: E. Coaching Competency: Provides education to individuals, families, groups and communities to promote knowledge, understanding and optimal functioning across the wellness-illness continuum.	81	2.27	0.09	0.77	2	97.6%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT440	4. Core Competencies: E. Coaching Competency: participates in pre-professional, graduate and continuing education of nurses and other health care providers: Completes a needs assessment as appropriate to guide interventions with staff; Promotes professional development of staff nurses and continuing education activities; Implements staff development and continuing education activities; Mentors nurses to translate research into practice.	82	2.55	0.07	0.65	1	98.8%
PT441	4. Core Competencies: E. Coaching Competency: Contributes to the advancement of the profession as a whole by disseminating outcomes of CNS practice through presentations and publications.	81	2.35	0.08	0.76	2	97.6%
PT442	4. Core Competencies: E. Coaching Competency: Mentors staff nurses, graduate students and others to acquire new knowledge and skills and develop their careers.	82	2.55	0.07	0.67	1	98.8%
PT443	4. Core Competencies: E. Coaching Competency: Mentors health professionals in applying the principles of evidence-based care.	82	2.46	0.07	0.67	1	98.8%
PT444	4. Core Competencies: E. Coaching Competency: Uses coaching and advanced communication skills to facilitate the development of effective clinical teams.	83	2.51	0.07	0.63	0	100.0%
PT445	4. Core Competencies: E. Coaching Competency: Provides leadership in conflict management and negotiation to address problems in the healthcare system.	82	2.27	0.08	0.75	1	98.8%
PT446	4. Core Competencies: F. Research Competency: 1. Interpretation, Translation and Use of Evidence: Analyzes research findings and other evidence for their potential application to clinical practice	83	2.45	0.07	0.67	0	100.0%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT447	4. Core Competencies: F. Research Competency: 1. Interpretation, Translation and Use of Evidence: Integrates evidence into the health, illness, and wellness management of patients, families, communities and groups.	81	2.44	0.08	0.69	1	98.8%
PT448	4. Core Competencies: F. Research Competency: 1. Interpretation, Translation and Use of Evidence: Applies principles of evidence-based practice and quality improvement to all patient care.	83	2.63	0.06	0.56	0	100.0%
PT449	4. Core Competencies: F. Research Competency: 1. Interpretation, Translation and Use of Evidence: Assesses system barriers and facilitators to adoption of evidence-based practices.	83	2.51	0.07	0.63	0	100.0%
PT450	4. Core Competencies: F. Research Competency: 1. Interpretation, Translation and Use of Evidence: Designs programs for effective implementation of research findings and other evidence in clinical practice	77	2.40	0.08	0.71	6	92.8%
PT451	4. Core Competencies: F. Research Competency: 1. Interpretation, Translation and Use of Evidence: Cultivates a climate of clinical inquiry across spheres of influence: Evaluates the need for improvement or redesign of care delivery processes to improve safety, efficiency, reliability, and quality., Disseminates expert knowledge.	83	2.48	0.08	0.70	0	100.0%
PT452	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Fosters an interdisciplinary approach to quality improvement, evidence-based practice, research, and translation of research into practice	83	2.45	0.08	0.70	0	100.0%
PT453	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Participates in establishing quality improvement agenda for unit, department, program, system, or population	82	2.56	0.07	0.63	1	98.8%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT454	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Provides leadership in planning data collection and quality monitoring	82	2.48	0.08	0.72	1	98.8%
PT455	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Uses quality monitoring data to assess the quality and effectiveness of clinical programs in meeting outcomes.	83	2.47	0.08	0.69	0	100.0%
PT456	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Develops quality improvement initiatives based on assessments.	81	2.46	0.08	0.71	1	98.8%
PT457	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Provides leadership in the design, implementation and evaluation of process improvement initiatives.	82	2.46	0.08	0.74	1	98.8%
PT458	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Provides leadership in the system-wide implementation of quality improvements and innovations.	82	2.46	0.08	0.72	1	98.8%
PT459	4. Core Competencies: F. Research Competency: 3. Conduct of Research: Participates in conduct and implementation of research which includes one or more of the following: Identification of questions for clinical inquiry, Conduct of literature reviews, Study design and implementation, Data collection,	76	2.13	0.10	0.84	6	92.7%
PT460	4. Core Competencies: F. Research Competency: 3. Conduct of Research: Dissemination of findings	73	2.21	0.09	0.74	7	91.3%
PT461	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Engages in a formal self-evaluation process, seeking feedback regarding own practice, from patients, peers, professional colleagues and others	82	2.46	0.08	0.69	1	98.8%
PT462	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Fosters professional accountability in self or others.	82	2.65	0.06	0.53	1	98.8%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT463	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Facilitates resolution of ethical conflicts: Identifies ethical implications of complex care situations, Considers the impact of scientific advances, cost, clinical effectiveness, patient and family values and preferences, and other external influences., Applies ethical principles to resolving concerns across the three spheres of influence	82	2.30	0.08	0.70	1	98.8%
PT464	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Promotes a practice climate conducive to providing ethical care.	82	2.52	0.07	0.59	1	98.8%
PT465	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Facilitates interdisciplinary teams to address ethical concerns, risks or considerations, benefits and outcomes of patient care.	80	2.36	0.07	0.64	2	97.6%
PT466	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Facilitates patient and family understanding of the risks, benefits, and outcomes of proposed healthcare regimen to promote informed decision making.	79	2.23	0.09	0.77	4	95.2%
PT467	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Advocates for equitable patient care by: Participating in organizational, local, state, national, or international level of policy-making activities for issues related to their expertise, Evaluating the impact of legislative and regulatory policies as they apply to nursing practice and patient or population outcomes	72	2.11	0.10	0.81	11	86.8%

Tasks in Survey Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT468	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Promotes the role and scope of practice of the CNS to legislators, regulators, other health care providers, and the public: Communicates information that promotes nursing, the role of the CNS and outcomes of nursing and CNS practice through the use of the media, advanced technologies, and community networks.	74	2.07	0.10	0.83	9	89.2%
PT469	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Advocates for the CNS/APRN role and for positive legislative response to issues affecting nursing practice.	72	2.08	0.10	0.83	10	87.8%

Appendix B. Tasks in Percent Performed Order

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT248	2. Skills and Procedures: Renal/Genitourinary: Perform pelvic exams	3	2.33	0.67	1.15	95	3.1%
PT254	2. Skills and Procedures: Musculoskeletal: Provide trigger point injections	3	1.00	0.00	0.00	95	3.1%
PT253	2. Skills and Procedures: Musculoskeletal: Perform joint injections	4	1.00	0.00	0.00	94	4.1%
PT255	2. Skills and Procedures: Musculoskeletal: Relocate dislocated bones	4	1.50	0.50	1.00	94	4.1%
PT249	2. Skills and Procedures: Musculoskeletal: Administer analgesic block/cortisone shot	5	1.00	0.00	0.00	93	5.1%
PT207	2. Skills and Procedures: Cardiovascular: Perform tilt-table testing	6	1.00	0.00	0.00	94	6.0%
PT236	2. Skills and Procedures: Neurology: Reprogram shunt	6	1.17	0.17	0.41	92	6.1%
PT239	2. Skills and Procedures: Gastrointestinal: Assist with sigmoidoscopy	6	1.33	0.21	0.52	92	6.1%
PT252	2. Skills and Procedures: Musculoskeletal: Perform joint aspiration	6	1.17	0.17	0.41	92	6.1%
PT206	2. Skills and Procedures: Cardiovascular: Perform stress testing	7	1.00	0.00	0.00	93	7.0%
PT224	2. Skills and Procedures: Hematology/Immunology/Oncology: Perform bone marrow transplant	10	1.60	0.22	0.70	90	10.0%
PT256	2. Skills and Procedures: Integumentary: Excise lesions	10	1.50	0.22	0.71	88	10.2%
PT258	2. Skills and Procedures: Integumentary: Perform skin biopsies	11	1.09	0.09	0.30	87	11.2%
PT243	2. Skills and Procedures: Renal/Genitourinary: Disconnect and flush renal stent	12	1.25	0.13	0.45	86	12.2%
PT223	2. Skills and Procedures: Hematology/Immunology/Oncology: Perform bone marrow aspiration	14	1.57	0.20	0.76	86	14.0%
PT196	2. Skills and Procedures: Cardiovascular: Interpret stress test results	15	1.20	0.11	0.41	85	15.0%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT259	2. Skills and Procedures: Integumentary: Suture wounds	18	1.67	0.20	0.84	80	18.4%
PT208	2. Skills and Procedures: Cardiovascular: Remove pacer wire	19	1.63	0.16	0.68	81	19.0%
PT251	2. Skills and Procedures: Musculoskeletal: Perform casting/splinting	19	1.53	0.18	0.77	79	19.4%
PT229	2. Skills and Procedures: Neurology: Manage baclofen pump	20	1.45	0.15	0.69	78	20.4%
PT237	2. Skills and Procedures: Gastrointestinal: Assist with endoscopy	20	1.55	0.11	0.51	78	20.4%
PT031	1. Patient Care Problems: Cardiovascular: Peripheral vascular insufficiency (e.g., acute, arterial occlusion, carotid artery stenosis, endarterectomy, peripheral stents and Fem-Pop bypass)	23	1.17	0.12	0.58	84	21.5%
PT197	2. Skills and Procedures: Cardiovascular: Manage arterial sheaths	22	1.32	0.14	0.65	78	22.0%
PT204	2. Skills and Procedures: Cardiovascular: Manage transesophageal pacemakers	22	1.36	0.14	0.66	78	22.0%
PT018	1. Patient Care Problems: Cardiovascular: Acute coronary syndromes	24	1.42	0.17	0.83	84	22.2%
PT228	2. Skills and Procedures: Neurology: Interpret EEGs	22	1.50	0.14	0.67	76	22.5%
PT235	2. Skills and Procedures: Neurology: Perform brain death examination	22	1.77	0.16	0.75	76	22.5%
PT218	2. Skills and Procedures: Pulmonary: Perform arterial punctures	24	1.71	0.16	0.81	76	24.0%
PT133	1. Patient Care Problems: Renal/Genitourinary: Obstetrical issues	25	1.08	0.06	0.28	75	25.0%
PT238	2. Skills and Procedures: Gastrointestinal: Assist with paracentesis	25	1.48	0.12	0.59	73	25.5%
PT268	2. Skills and Procedures: Behavioral: Manage patients in seclusion	25	1.48	0.13	0.65	72	25.8%
PT226	2. Skills and Procedures: Neurology: Access ventricular reservoirs/shunts	26	1.54	0.13	0.65	72	26.5%
PT225	2. Skills and Procedures: Hematology/Immunology/Oncology: Perform therapeutic phlebotomy	27	1.74	0.15	0.76	73	27.0%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT321	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Prescribes specific pharmacological agents and treatments based on clinical indicators, the child's status and needs, and results of diagnostic and laboratory tests.	26	2.19	0.16	0.80	64	28.9%
PT193	2. Skills and Procedures: Cardiovascular: Interpret echocardiograms	29	1.34	0.10	0.55	71	29.0%
PT211	2. Skills and Procedures: Pulmonary: Assist with percutaneous tracheotomy	29	1.45	0.14	0.74	71	29.0%
PT214	2. Skills and Procedures: Pulmonary: Interpret pulmonary function tests	29	1.34	0.12	0.67	71	29.0%
PT320	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Prescribes pharmacologic agents based on current knowledge of pharmacogenetics, genomics, and physiological principles that are both universal and unique to the care of children at each stage in their development.	26	2.19	0.16	0.80	63	29.2%
PT403	4. Core Competencies: A. Direct Care Competency: Prescribe: pharmacologic interventions	25	2.00	0.18	0.91	59	29.8%
PT201	2. Skills and Procedures: Cardiovascular: Manage permanent transvenous pacemakers	30	1.60	0.12	0.67	70	30.0%
PT071	1. Patient Care Problems: Musculoskeletal: Osteoarthritis	33	1.06	0.06	0.35	73	31.1%
PT200	2. Skills and Procedures: Cardiovascular: Manage implantable cardioverter defibrillators (ICD)	31	1.65	0.14	0.75	68	31.3%
PT025	1. Patient Care Problems: Cardiovascular: Coronary artery disease	35	1.23	0.11	0.65	73	32.4%
PT222	2. Skills and Procedures: Hematology/Immunology/Oncology: Manage plasmapheresis	33	1.64	0.12	0.70	67	33.0%
PT231	2. Skills and Procedures: Neurology: Manage epidural ICP monitoring devices	33	1.82	0.13	0.77	65	33.7%
PT272	2. Skills and Procedures: Wellness: Perform mental health screening and/or examinations	33	1.55	0.12	0.67	65	33.7%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT173	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Dementia	34	1.38	0.12	0.70	66	34.0%
PT013	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Physical health screenings (e.g, sports physicals, hearing, mammography, prostate exam)	38	1.11	0.07	0.45	72	34.6%
PT250	2. Skills and Procedures: Musculoskeletal: Apply treatment device (e.g., traction, orthotic)	34	1.47	0.14	0.79	64	34.7%
PT270	2. Skills and Procedures: Wellness: Interpret anthropometric measurements	34	1.94	0.14	0.81	64	34.7%
PT199	2. Skills and Procedures: Cardiovascular: Manage epicardial pacemakers	35	2.00	0.14	0.84	65	35.0%
PT220	2. Skills and Procedures: Hematology/Immunology/Oncology: Manage chemotherapy/ biotherapy	35	2.00	0.15	0.91	65	35.0%
PT033	1. Patient Care Problems: Cardiovascular: Ruptured or dissecting aneurysm	38	1.32	0.12	0.74	70	35.2%
PT327	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Orders appropriate medications and treatments utilizing evidence based guidelines and protocols.	32	2.13	0.16	0.91	58	35.6%
PT233	2. Skills and Procedures: Neurology: Manage lumbar drain	35	1.71	0.13	0.75	63	35.7%
PT234	2. Skills and Procedures: Neurology: Manage subdural ICP monitoring devices	35	1.94	0.14	0.80	63	35.7%
PT202	2. Skills and Procedures: Cardiovascular: Manage temporary transvenous pacemakers	36	1.58	0.12	0.73	64	36.0%
PT263	2. Skills and Procedures: Multisystem: Prescribe durable medical equipment	35	1.77	0.12	0.73	62	36.1%
PT189	2. Skills and Procedures: Cardiovascular: Disconnect pacer wire	37	1.70	0.13	0.78	63	37.0%
PT198	2. Skills and Procedures: Cardiovascular: Manage cardiac assist devices (e.g., RVAD, BVAD, LVAD, ECMO)	37	2.11	0.13	0.81	63	37.0%
PT035	1. Patient Care Problems: Cardiovascular: Vasculitis	40	1.05	0.05	0.32	68	37.0%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT022	1. Patient Care Problems: Cardiovascular: Cardiac trauma (blunt and penetrative)	40	1.70	0.15	0.97	67	37.4%
PT230	2. Skills and Procedures: Neurology: Manage cerebral oxygenation monitoring devices	38	1.82	0.12	0.77	60	38.8%
PT405	4. Core Competencies: A. Direct Care Competency: Prescribe: diagnostic measures	33	1.91	0.15	0.84	51	39.3%
PT245	2. Skills and Procedures: Renal/Genitourinary: Manage renal replacement therapies	39	2.08	0.12	0.74	59	39.8%
PT273	2. Skills and Procedures: Wellness: Perform physical health screening and/or examinations	39	1.95	0.14	0.86	59	39.8%
PT209	2. Skills and Procedures: Pulmonary: Assist with bronchoscopy	40	1.75	0.12	0.78	60	40.0%
PT221	2. Skills and Procedures: Hematology/Immunology/Oncology: Manage exchange transfusions	40	1.45	0.11	0.68	60	40.0%
PT026	1. Patient Care Problems: Cardiovascular: Dyslipidemia	44	1.14	0.08	0.51	64	40.7%
PT190	2. Skills and Procedures: Cardiovascular: Insert temporary vascular access device	41	1.59	0.10	0.67	59	41.0%
PT203	2. Skills and Procedures: Cardiovascular: Manage transcutaneous (external) pacemakers	41	1.76	0.12	0.80	59	41.0%
PT246	2. Skills and Procedures: Renal/Genitourinary: Manage suprapubic catheters	42	1.43	0.10	0.67	56	42.9%
PT247	2. Skills and Procedures: Renal/Genitourinary: Manage tunneled dialysis catheters	42	1.86	0.11	0.72	56	42.9%
PT011	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Nutrition and Weight Management	47	1.60	0.13	0.92	62	43.1%
PT061	1. Patient Care Problems: Endocrine: Hyperglycemia	46	1.91	0.15	1.01	60	43.4%
PT186	2. Skills and Procedures: Cardiovascular: Assist with pericardiocentesis	44	1.68	0.12	0.77	56	44.0%

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT004	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Caregiver burden	49	1.73	0.14	0.97	61	44.6%
PT036	1. Patient Care Problems: Pulmonary: Acute lung injury (ALI) (e.g., Acute Respiratory Distress Syndrome, ARDS)	47	2.32	0.14	0.96	58	44.8%
PT046	1. Patient Care Problems: Pulmonary: Cystic fibrosis	47	1.68	0.14	0.96	58	44.8%
PT052	1. Patient Care Problems: Pulmonary: Pulmonary hypertension	47	2.36	0.14	0.94	58	44.8%
PT028	1. Patient Care Problems: Cardiovascular: Heart failure (acute and chronic)	48	2.17	0.14	1.00	59	44.9%
PT232	2. Skills and Procedures: Neurology: Manage intraventricular ICP monitoring devices	44	2.02	0.11	0.76	54	44.9%
PT323	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Selects pharmacological and non-pharmacological treatments based on an evaluation of therapeutic and potential adverse effects.	40	2.08	0.13	0.83	49	44.9%
PT039	1. Patient Care Problems: Pulmonary: Air-leak syndromes (e.g., pneumothorax, pulmonary interstitial emphysema pneumopericardium, pneumomediastinum)	48	2.21	0.14	0.99	58	45.3%
PT219	2. Skills and Procedures: Endocrine: Manage Insulin pump	46	1.65	0.11	0.74	55	45.5%
PT191	2. Skills and Procedures: Cardiovascular: Interpret 12-lead ECGs	46	1.52	0.09	0.62	54	46.0%
PT072	1. Patient Care Problems: Musculoskeletal: Osteoporosis and bone disease	48	1.42	0.09	0.65	56	46.2%
PT050	1. Patient Care Problems: Pulmonary: Pleural effusion	49	2.22	0.14	0.98	57	46.2%
PT023	1. Patient Care Problems: Cardiovascular: Cardiogenic shock	50	2.44	0.13	0.91	58	46.3%
PT062	1. Patient Care Problems: Endocrine: Hypoglycemia	49	1.98	0.14	1.01	56	46.7%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT002	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Cancer prevention (e.g., tobacco cessation, sunscreen)	51	1.08	0.05	0.39	58	46.8%
PT244	2. Skills and Procedures: Renal/Genitourinary: Manage non-tunneled dialysis catheters	46	1.89	0.10	0.71	52	46.9%
PT274	2. Skills and Procedures: Wellness: Perform vulnerable population risk screening and/or examination	46	1.76	0.11	0.77	52	46.9%
PT407	4. Core Competencies: A. Direct Care Competency: Prescribe: treatments	39	2.00	0.13	0.79	44	47.0%
PT048	1. Patient Care Problems: Pulmonary: Inhalation injuries	50	1.36	0.11	0.78	56	47.2%
PT030	1. Patient Care Problems: Cardiovascular: Hypertensive urgencies or emergencies	51	1.67	0.13	0.95	57	47.2%
PT213	2. Skills and Procedures: Pulmonary: Initiate mechanical ventilation	47	1.98	0.11	0.74	52	47.5%
PT318	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Prescribes evidence-based treatments, therapies, and procedures considering the child's comprehensive healthcare needs and based on current pediatric knowledge, research, and practice.	43	2.23	0.13	0.84	47	47.8%
PT205	2. Skills and Procedures: Cardiovascular: Perform elective cardioversion	48	1.58	0.10	0.68	52	48.0%
PT021	1. Patient Care Problems: Cardiovascular: Cardiac tamponade	51	1.90	0.14	1.01	55	48.1%
PT055	1. Patient Care Problems: Pulmonary: Thoracic surgery (e.g., lung contusions, fractured ribs, hemothorax, lung reduction surgery, pneumonectomy, lobectomy, tracheal surgery)	51	1.94	0.14	1.01	55	48.1%
PT008	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Immunizations/vaccinations	53	1.87	0.14	1.00	57	48.2%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT014	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Risk-taking behaviors (e.g., unprotected sex, substance use)	53	1.34	0.10	0.76	57	48.2%
PT006	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Genetic counseling	53	1.26	0.09	0.68	56	48.6%
PT406	4. Core Competencies: A. Direct Care Competency: Prescribe: equipment	41	2.07	0.12	0.75	43	48.8%
PT041	1. Patient Care Problems: Pulmonary: ARDS/ALI	52	2.15	0.14	1.00	54	49.1%
PT047	1. Patient Care Problems: Pulmonary: Exacerbation of chronic lung disease	52	2.04	0.14	1.01	54	49.1%
PT066	1. Patient Care Problems: Endocrine: Syndrome of inappropriate secretion of antidiuretic hormone (SIADH)	52	1.77	0.14	0.98	54	49.1%
PT032	1. Patient Care Problems: Cardiovascular: Pulmonary edema	53	2.09	0.14	1.01	55	49.1%
PT010	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Mental health screenings (e.g., depression, suicidal ideation, eating disorders)	55	1.36	0.10	0.78	55	50.0%
PT024	1. Patient Care Problems: Cardiovascular: Cardiomyopathies (e.g., hypertrophic, dilated, restrictive, idiopathic)	54	2.22	0.13	0.98	54	50.0%
PT051	1. Patient Care Problems: Pulmonary: Pulmonary hemorrhage	53	1.83	0.14	0.99	53	50.0%
PT053	1. Patient Care Problems: Pulmonary: Pulmonary infections	53	2.55	0.12	0.85	53	50.0%
PT063	1. Patient Care Problems: Endocrine: Inborn errors of metabolism	53	1.75	0.13	0.98	53	50.0%
PT135	1. Patient Care Problems: Renal/Genitourinary: Renal calculi	50	1.34	0.09	0.63	50	50.0%
PT212	2. Skills and Procedures: Pulmonary: Assist with thoracentesis	50	1.70	0.10	0.74	50	50.0%
PT271	2. Skills and Procedures: Wellness: Perform developmental screening and/or examinations	49	1.76	0.12	0.85	49	50.0%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT325	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Provides the child (if age or developmentally appropriate) and family with information about costs, alternative treatments, and procedures as appropriate.	45	2.11	0.12	0.80	45	50.0%
PT064	1. Patient Care Problems: Endocrine: Methemoglobinemia	54	1.26	0.09	0.68	51	51.4%
PT019	1. Patient Care Problems: Cardiovascular: Acute inflammatory disease (e.g., myocarditis, endocarditis, pericarditis)	56	1.89	0.13	1.00	52	51.9%
PT054	1. Patient Care Problems: Pulmonary: Thoracic and pulmonary trauma and injuries	55	1.91	0.14	1.01	50	52.4%
PT027	1. Patient Care Problems: Cardiovascular: Dysrhythmias	57	2.23	0.13	0.98	51	52.8%
PT029	1. Patient Care Problems: Cardiovascular: Hypertension	57	1.60	0.12	0.92	51	52.8%
PT049	1. Patient Care Problems: Pulmonary: Obstructive sleep apnea	56	1.36	0.10	0.77	50	52.8%
PT060	1. Patient Care Problems: Endocrine: Hormone imbalances and issues	56	1.29	0.09	0.71	50	52.8%
PT069	1. Patient Care Problems: Musculoskeletal: Functional issues (e.g., immobility, debility, falls, gait disorders, myopathies)	56	1.86	0.13	1.00	50	52.8%
PT070	1. Patient Care Problems: Musculoskeletal: Infections (e.g., necrotizing fasciitis, osteomyelitis)	56	2.21	0.13	0.99	50	52.8%
PT020	1. Patient Care Problems: Cardiovascular: Cardiac surgery	58	2.31	0.13	0.96	50	53.7%
PT037	1. Patient Care Problems: Pulmonary: Acute pulmonary embolus	57	1.56	0.12	0.91	49	53.8%
PT057	1. Patient Care Problems: Endocrine: Adrenal disorders	57	1.28	0.09	0.70	49	53.8%
PT059	1. Patient Care Problems: Endocrine: Diabetic ketoacidosis/hyperglycemic hyperosmolar syndrome (HHS)	57	2.23	0.13	0.98	49	53.8%
PT065	1. Patient Care Problems: Endocrine: Pituitary disorders	57	1.21	0.08	0.62	49	53.8%
PT003	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Care transition	60	1.97	0.13	1.01	50	54.6%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT260	2. Skills and Procedures: Multisystem: Interpret diagnostic imaging	53	1.62	0.09	0.66	44	54.6%
PT076	1. Patient Care Problems: Musculoskeletal: Stress fractures	58	1.26	0.07	0.52	48	54.7%
PT130	1. Patient Care Problems: Renal/Genitourinary: Gynecological disorders	55	1.16	0.06	0.46	45	55.0%
PT001	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Advanced care planning	60	1.77	0.13	0.98	49	55.1%
PT005	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Developmental care	61	2.61	0.10	0.80	49	55.5%
PT094	1. Patient Care Problems: Neurology: Cerebral salt wasting	58	1.91	0.11	0.80	46	55.8%
PT127	1. Patient Care Problems: Renal/Genitourinary: Contrast-induced nephropathy	56	1.39	0.08	0.59	44	56.0%
PT044	1. Patient Care Problems: Pulmonary: Chronic lung disease (e.g., bronchopulmonary dysplasia, exacerbation, interstitial pulmonary fibrosis)	60	2.47	0.12	0.89	46	56.6%
PT056	1. Patient Care Problems: Pulmonary: Unexpected acute life threatening events	60	2.53	0.11	0.85	46	56.6%
PT136	1. Patient Care Problems: Renal/Genitourinary: Renal trauma	57	1.65	0.10	0.74	43	57.0%
PT042	1. Patient Care Problems: Pulmonary: Aspiration	60	2.23	0.13	0.98	45	57.1%
PT009	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Injury prevention (e.g., shaken baby, helmets, car seats, environmental modification, gun safety)	63	2.21	0.12	0.99	47	57.3%
PT040	1. Patient Care Problems: Pulmonary: Airway obstruction	61	2.44	0.12	0.90	45	57.6%
PT058	1. Patient Care Problems: Endocrine: Diabetes mellitus	61	1.89	0.13	1.00	45	57.6%
PT067	1. Patient Care Problems: Endocrine: Thyroid disorders	61	1.16	0.07	0.55	45	57.6%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT262	2. Skills and Procedures: Multisystem: Manage targeted temperature therapies	56	1.80	0.10	0.72	41	57.7%
PT146	1. Patient Care Problems: Multisystem: Burns	58	1.40	0.08	0.62	42	58.0%
PT016	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Sexual health education and counseling	64	1.19	0.07	0.59	46	58.2%
PT118	1. Patient Care Problems: Gastrointestinal: Hepatorenal syndrome	59	1.51	0.09	0.65	41	59.0%
PT017	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Vulnerable population screenings (e.g., elder/child abuse, intimate partner violence, human trafficking, bullying)	65	1.74	0.12	0.97	45	59.1%
PT266	2. Skills and Procedures: Behavioral: Manage assaultive behavior	58	1.67	0.09	0.71	39	59.8%
PT319	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Prescribes appropriate non-pharmacological interventions, including complementary and alternative therapies.	54	2.06	0.11	0.83	36	60.0%
PT038	1. Patient Care Problems: Pulmonary: Acute respiratory failure	64	2.63	0.10	0.79	42	60.4%
PT216	2. Skills and Procedures: Pulmonary: Manage mechanical ventilation	61	2.13	0.10	0.78	39	61.0%
PT227	2. Skills and Procedures: Neurology: Assist with lumbar puncture	61	1.66	0.10	0.81	37	62.2%
PT078	1. Patient Care Problems: Hematology/Immunology/Oncology: AIDS and HIV	66	1.23	0.06	0.46	40	62.3%
PT324	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Provides information to the family regarding agents the child should refrain from taking because of potential adverse effects on the child.	57	1.98	0.11	0.81	33	63.3%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT007	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Growth and development (e.g., anticipatory guidance, milestones)	70	2.43	0.11	0.91	40	63.6%
PT015	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Safe sleep	70	2.17	0.12	0.99	40	63.6%
PT034	1. Patient Care Problems: Cardiovascular: Structural heart defects and disease (acquired and congenital)	69	2.51	0.10	0.87	39	63.9%
PT111	1. Patient Care Problems: Gastrointestinal: Gallbladder disease	64	1.34	0.07	0.60	36	64.0%
PT181	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Post ICU syndrome	64	1.61	0.08	0.66	36	64.0%
PT322	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Provides the child (if age or developmentally appropriate) and family with information about diagnostic and laboratory results, as well as effects and potential adverse effects of proposed prescriptive therapies.	57	2.07	0.11	0.80	32	64.0%
PT045	1. Patient Care Problems: Pulmonary: Congenital and acquired anomalies	68	2.68	0.09	0.74	38	64.2%
PT404	4. Core Competencies: A. Direct Care Competency: Prescribe: non-pharmacologic interventions	54	2.19	0.11	0.80	30	64.3%
PT101	1. Patient Care Problems: Neurology: Migraine headaches	67	1.54	0.09	0.72	37	64.4%
PT326	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Monitors current issues related to pharmacological agents, including off-label use and pediatric safe dosage for medications indicated for adults.	58	2.00	0.10	0.77	32	64.4%
PT261	2. Skills and Procedures: Multisystem: Manage pharmaceutical interventions	63	2.05	0.09	0.73	34	65.0%
PT157	1. Patient Care Problems: Multisystem: Multisystem trauma	65	2.09	0.11	0.88	35	65.0%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT109	1. Patient Care Problems: Gastrointestinal: Abdominal trauma	66	1.89	0.10	0.84	35	65.4%
PT068	1. Patient Care Problems: Musculoskeletal: Congenital anomalies	69	2.48	0.11	0.88	36	65.7%
PT131	1. Patient Care Problems: Renal/Genitourinary: Incontinence	66	1.55	0.09	0.75	34	66.0%
PT106	1. Patient Care Problems: Neurology: Spinal cord injury	69	1.87	0.10	0.80	35	66.4%
PT073	1. Patient Care Problems: Musculoskeletal: Rhabdomyolysis	71	1.59	0.08	0.67	35	67.0%
PT145	1. Patient Care Problems: Multisystem: Anesthetic emergencies	67	1.63	0.09	0.78	33	67.0%
PT172	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Delirium	67	1.90	0.10	0.84	33	67.0%
PT012	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Pain prevention and management (e.g., needle stick, chronic pain syndromes)	74	2.30	0.11	0.96	35	67.9%
PT158	1. Patient Care Problems: Multisystem: Near-drowning	68	2.09	0.10	0.84	32	68.0%
PT180	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Personality disorders (e.g., anti-social behaviors, schizophrenia)	68	1.49	0.07	0.59	32	68.0%
PT210	2. Skills and Procedures: Pulmonary: Assist with intubation	68	2.15	0.10	0.82	32	68.0%
PT183	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Sleep Disorders	68	1.57	0.08	0.68	31	68.7%
PT165	1. Patient Care Problems: Multisystem: Toxic exposure (acute and chronic)	69	1.77	0.10	0.83	31	69.0%
PT187	2. Skills and Procedures: Cardiovascular: Determine lead selection for ECGs	69	1.83	0.09	0.79	31	69.0%
PT134	1. Patient Care Problems: Renal/Genitourinary: Renal and genitourinary surgeries	70	1.53	0.09	0.74	30	70.0%
PT195	2. Skills and Procedures: Cardiovascular: Interpret non-invasive hemodynamic values	70	2.26	0.08	0.70	30	70.0%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT242	2. Skills and Procedures: Gastrointestinal: Manage PEG/JT/drainage catheters (e.g.,, IR drains, biliary drains)	69	2.04	0.10	0.79	29	70.4%
PT075	1. Patient Care Problems: Musculoskeletal: Sports injuries	75	1.81	0.09	0.77	31	70.8%
PT166	1. Patient Care Problems: Multisystem: Toxic ingestions and inhalations	71	2.04	0.10	0.80	29	71.0%
PT185	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Suicidal behavior	71	1.89	0.10	0.82	29	71.0%
PT192	2. Skills and Procedures: Cardiovascular: Interpret ECG rhythms	71	2.06	0.08	0.69	29	71.0%
PT194	2. Skills and Procedures: Cardiovascular: Interpret hemodynamic values	71	2.24	0.08	0.71	29	71.0%
PT217	2. Skills and Procedures: Pulmonary: Manage nasal/facial CPAP/BIPAP/hi-flow nasal cannula	71	2.15	0.09	0.77	29	71.0%
PT043	1. Patient Care Problems: Pulmonary: Asthma/reactive airway disease	76	2.42	0.10	0.91	30	71.7%
PT267	2. Skills and Procedures: Behavioral: Manage patient in restraints	69	1.97	0.10	0.84	27	71.9%
PT184	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Substance abuse	72	1.46	0.08	0.69	28	72.0%
PT188	2. Skills and Procedures: Cardiovascular: Direct cardiopulmonary resuscitation	72	2.15	0.10	0.82	28	72.0%
PT107	1. Patient Care Problems: Neurology: Stroke	75	1.79	0.09	0.78	29	72.1%
PT077	1. Patient Care Problems: Musculoskeletal: Traumatic fractures	77	1.92	0.09	0.77	29	72.6%
PT105	1. Patient Care Problems: Neurology: Space-occupying lesions	76	1.84	0.09	0.77	28	73.1%
PT156	1. Patient Care Problems: Multisystem: Morbid obesity	73	1.55	0.08	0.65	26	73.7%
PT384	3. PED Competencies: Standard 16. Environmental Health: Critically evaluates the manner in which environmental health issues are presented by the popular media.	62	1.56	0.09	0.72	22	73.8%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT119	1. Patient Care Problems: Gastrointestinal: Inflammatory bowel disease	74	1.58	0.08	0.72	26	74.0%
PT148	1. Patient Care Problems: Multisystem: Compartment syndrome	74	1.69	0.09	0.74	26	74.0%
PT074	1. Patient Care Problems: Musculoskeletal: Spinal disease (e.g., scoliosis, kyphosis, disc disease)	79	1.85	0.08	0.74	27	74.5%
PT138	1. Patient Care Problems: Integumentary: Exfoliative skin disorders (e.g. Stevens Johnson, TEN, epidermolysis bullosa)	75	1.67	0.08	0.72	25	75.0%
PT182	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Self-harm	75	1.77	0.09	0.78	25	75.0%
PT100	1. Patient Care Problems: Neurology: Intracranial hypertension	79	2.05	0.09	0.77	25	76.0%
PT102	1. Patient Care Problems: Neurology: Neurologic infectious diseases	79	1.86	0.09	0.81	25	76.0%
PT108	1. Patient Care Problems: Neurology: Vascular malformation	79	1.75	0.08	0.74	25	76.0%
PT120	1. Patient Care Problems: Gastrointestinal: Liver disease (e.g., hepatitis, hepatic failure)	76	1.79	0.09	0.75	24	76.0%
PT137	1. Patient Care Problems: Integumentary: Dermatologic disorders	76	1.57	0.08	0.70	24	76.0%
PT139	1. Patient Care Problems: Integumentary: Infectious skin disorders	76	1.59	0.09	0.77	24	76.0%
PT154	1. Patient Care Problems: Multisystem: Hypoxic ischemic encephalopathy	75	2.09	0.10	0.84	23	76.5%
PT175	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Eating Disorders	76	1.53	0.08	0.70	23	76.8%
PT278	3. PED Competencies: Standard 1. Assessment: Screens for evidence-based risk factors (e.g., unsupervised after school, abuse, bullying, and relationships with peers and siblings).	73	1.88	0.10	0.82	22	76.8%
PT279	3. PED Competencies: Standard 1. Assessment: Initiates and interprets age-appropriate and condition-specific laboratory tests and diagnostic procedures.	73	2.14	0.09	0.77	22	76.8%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT093	1. Patient Care Problems: Neurology: Brain death	80	2.25	0.09	0.79	24	76.9%
PT215	2. Skills and Procedures: Pulmonary: Manage chest tubes	77	2.05	0.09	0.78	23	77.0%
PT265	2. Skills and Procedures: Behavioral: De-escalation techniques (e.g., crisis prevention)	75	1.80	0.09	0.77	22	77.3%
PT269	2. Skills and Procedures: Wellness: Implement acute and chronic pain prevention strategies	75	2.17	0.09	0.74	22	77.3%
PT385	3. PED Competencies: Standard 16. Environmental Health: Advocates for implementation of environmental principles for pediatric nursing practice.	65	1.72	0.09	0.70	19	77.4%
PT097	1. Patient Care Problems: Neurology: Head and brain trauma/injury	80	2.29	0.09	0.77	23	77.7%
PT163	1. Patient Care Problems: Multisystem: Sensory impairment (e.g., hearing loss)	77	1.39	0.07	0.61	22	77.8%
PT124	1. Patient Care Problems: Renal/Genitourinary: Acute kidney injury	78	2.27	0.09	0.77	22	78.0%
PT142	1. Patient Care Problems: Integumentary: Pruritus	78	1.58	0.08	0.69	22	78.0%
PT147	1. Patient Care Problems: Multisystem: Child of addicted mother	78	1.54	0.08	0.72	22	78.0%
PT257	2. Skills and Procedures: Integumentary: Manage wound care	77	2.22	0.08	0.74	21	78.6%
PT125	1. Patient Care Problems: Renal/Genitourinary: Chronic kidney disease (CKD)	78	1.73	0.08	0.73	21	78.8%
PT115	1. Patient Care Problems: Gastrointestinal: GI hemorrhage	79	1.66	0.08	0.68	21	79.0%
PT162	1. Patient Care Problems: Multisystem: Post resuscitation care	79	2.35	0.08	0.73	21	79.0%
PT086	1. Patient Care Problems: Hematology/Immunology/Oncology: Hematologic and solid tumors	84	1.99	0.09	0.78	22	79.3%
PT090	1. Patient Care Problems: Hematology/Immunology/Oncology: Polycythemia	85	1.56	0.07	0.64	21	80.2%
PT282	3. PED Competencies: Standard 2. Diagnosis: Utilizes complex data and information obtained during interview, examination, and diagnostic procedures in identifying diagnoses.	77	2.21	0.08	0.73	18	81.1%

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT241	2. Skills and Procedures: Gastrointestinal: Manage PEG tube	80	2.06	0.09	0.83	18	81.6%
PT103	1. Patient Care Problems: Neurology: Neuromuscular disorders	85	1.96	0.08	0.78	19	81.7%
PT170	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Attention Deficit Hyperactivity Disorder	82	1.88	0.09	0.81	18	82.0%
PT177	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Maltreatment (e.g., abuse and neglect)	82	1.98	0.08	0.75	18	82.0%
PT091	1. Patient Care Problems: Hematology/Immunology/Oncology: Sickle cell disease	87	1.85	0.08	0.77	19	82.1%
PT169	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Anxiety disorders (e.g., PTSD, OCD, fears, phobias)	83	1.76	0.09	0.79	17	83.0%
PT179	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Mood disorders (e.g., depression)	83	1.76	0.08	0.71	17	83.0%
PT132	1. Patient Care Problems: Renal/Genitourinary: Infections (e.g., UTI, PID, STDs)	83	1.84	0.08	0.77	16	83.8%
PT089	1. Patient Care Problems: Hematology/Immunology/Oncology: Organ and tissue transplantation and associated problems	89	2.09	0.09	0.83	17	84.0%
PT149	1. Patient Care Problems: Multisystem: Distributive shock (e.g., anaphylaxis, neurogenic)	84	2.04	0.09	0.86	16	84.0%
PT167	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Aggression	84	1.64	0.08	0.75	16	84.0%
PT311	3. PED Competencies: Standard 5A. Coordination of Care: Makes referrals to other healthcare providers and community service agencies as appropriate to meet the needs of the child with consideration of benefits and costs.	76	1.91	0.10	0.85	14	84.4%

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT386	3. PED Competencies: Standard 16. Environmental Health: Supports nurses in advocating for and implementing environmental principles in pediatric nursing practice.	71	1.76	0.09	0.73	13	84.5%
PT095	1. Patient Care Problems: Neurology: Congenital neurological abnormalities	88	2.23	0.08	0.75	16	84.6%
PT096	1. Patient Care Problems: Neurology: Encephalopathy	88	2.00	0.08	0.77	16	84.6%
PT098	1. Patient Care Problems: Neurology: Hydrocephalus	88	2.06	0.09	0.81	16	84.6%
PT099	1. Patient Care Problems: Neurology: Intracerebral hemorrhage	88	2.11	0.09	0.81	16	84.6%
PT088	1. Patient Care Problems: Hematology/Immunology/Oncology: Myelosuppression (i.e., neutropenia, thrombocytopenia)	89	1.98	0.08	0.72	16	84.8%
PT087	1. Patient Care Problems: Hematology/Immunology/Oncology: Hyperbilirubinemia	90	1.83	0.08	0.80	16	84.9%
PT113	1. Patient Care Problems: Gastrointestinal: Gastrointestinal Infectious disorders	85	1.99	0.08	0.73	15	85.0%
PT176	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Learning disabilities and disorders	85	1.76	0.09	0.80	15	85.0%
PT317	3. PED Competencies: Standard 5B. Health Teaching and Health Promotion: Engages consumer alliances and advocacy groups, when appropriate, in health teaching and health promotion activities related to the health and welfare of children and families.	76	1.75	0.09	0.80	13	85.4%
PT392	4. Core Competencies: A. Direct Care Competency: Obtains data about context and etiologies (including both non-disease and disease-related factors) necessary to formulate differential diagnoses and plans of care, and to identify and evaluate of outcomes.	71	2.21	0.08	0.70	12	85.5%
PT264	2. Skills and Procedures: Multisystem: Provide nonpharmacological interventions	83	2.11	0.08	0.72	14	85.6%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT383	3. PED Competencies: Standard 16. Environmental Health: Analyzes the impact of social, political, and economic influences on the environment and pediatric health exposures.	72	1.58	0.08	0.69	12	85.7%
PT092	1. Patient Care Problems: Hematology/Immunology/Oncology: Venous thromboembolism	91	1.89	0.08	0.80	15	85.9%
PT117	1. Patient Care Problems: Gastrointestinal: GI surgeries	85	1.96	0.08	0.75	14	85.9%
PT276	3. PED Competencies: Standard 1. Assessment: Conducts comprehensive physical, mental health, and developmental assessments.	82	2.01	0.09	0.78	13	86.3%
PT467	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Advocates for equitable patient care by: Participating in organizational, local, state, national, or international level of policy-making activities for issues related to their expertise, Evaluating the impact of legislative and regulatory policies as they apply to nursing practice and patient or population outcomes	72	2.11	0.10	0.81	11	86.8%
PT081	1. Patient Care Problems: Hematology/Immunology/Oncology: Autoimmune diseases	92	1.80	0.08	0.76	14	86.8%
PT123	1. Patient Care Problems: Gastrointestinal: Pancreatitis	87	1.75	0.08	0.78	13	87.0%
PT164	1. Patient Care Problems: Multisystem: Systemic inflammatory response syndrome (SIRS)/sepsis/severe sepsis/septic shock/MODS	87	2.38	0.08	0.75	13	87.0%
PT284	3. PED Competencies: Standard 2. Diagnosis: Interprets age-, developmental-, and situational-appropriate screening and analytic studies essential in the diagnosis and management of the child with a health condition.	82	2.22	0.08	0.72	12	87.2%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT281	3. PED Competencies: Standard 2. Diagnosis: Systematically compares and contrasts clinical findings with normal and abnormal variations and developmental events in formulating a differential diagnosis that encompasses anatomical, physiological, motor, cognitive, developmental, psychological, and social behavior across the pediatric lifespan.	83	2.18	0.08	0.77	12	87.4%
PT309	3. PED Competencies: Standard 5A. Coordination of Care: Negotiates health-related services and additional specialized care with the child, family, appropriate systems, agencies, and providers across continuums of care.	79	1.92	0.09	0.83	11	87.8%
PT312	3. PED Competencies: Standard 5A. Coordination of Care: Ensures continuity of care throughout the healthcare referral process by implementing recommendations from referral sources.	79	1.95	0.10	0.85	11	87.8%
PT469	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Advocates for the CNS/APRN role and for positive legislative response to issues affecting nursing practice.	72	2.08	0.10	0.83	10	87.8%
PT126	1. Patient Care Problems: Renal/Genitourinary: Congenital or acquired renal/genitourinary abnormalities	88	1.74	0.08	0.75	12	88.0%
PT141	1. Patient Care Problems: Integumentary: Pressure ulcers (community or hospital acquired)	88	2.30	0.08	0.73	12	88.0%
PT160	1. Patient Care Problems: Multisystem: Palliative care issues	88	2.36	0.08	0.79	12	88.0%
PT382	3. PED Competencies: Standard 16. Environmental Health: Creates partnerships that promote sustainable environmental health policies and conditions.	74	1.85	0.08	0.72	10	88.1%
PT283	3. PED Competencies: Standard 2. Diagnosis: Assists staff in developing and maintaining competency in the diagnostic process.	84	2.32	0.07	0.68	11	88.4%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT085	1. Patient Care Problems: Hematology/Immunology/Oncology: Congenital and acquired immunosuppression	94	2.01	0.08	0.77	12	88.7%
PT310	3. PED Competencies: Standard 5A. Coordination of Care: Discusses referrals with the child (if age appropriate) and family.	80	2.08	0.08	0.76	10	88.9%
PT140	1. Patient Care Problems: Integumentary: IV infiltration and extravasation	89	2.24	0.08	0.78	11	89.0%
PT150	1. Patient Care Problems: Multisystem: End of life issues	89	2.36	0.08	0.77	11	89.0%
PT153	1. Patient Care Problems: Multisystem: Hypovolemic shock	89	2.44	0.08	0.72	11	89.0%
PT168	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Agitation	89	1.94	0.08	0.76	11	89.0%
PT171	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Autism and autism spectrum disorders	89	1.80	0.09	0.81	11	89.0%
PT468	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Promotes the role and scope of practice of the CNS to legislators, regulators, other health care providers, and the public: Communicates information that promotes nursing, the role of the CNS and outcomes of nursing and CNS practice through the use of the media, advanced technologies, and community networks.	74	2.07	0.10	0.83	9	89.2%
PT294	3. PED Competencies: Standard 4. Planning: Documents the comprehensive plan of care in a manner that allows access by the child, family, and healthcare providers, as appropriate, and provides direction for the family and healthcare team as they focus on attaining expected outcomes.	83	2.10	0.09	0.79	10	89.3%
PT240	2. Skills and Procedures: Gastrointestinal: Manage feeding tubes	88	2.28	0.08	0.77	10	89.8%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT114	1. Patient Care Problems: Gastrointestinal: GI abnormalities (congenital and acquired)	90	2.01	0.07	0.71	10	90.0%
PT121	1. Patient Care Problems: Gastrointestinal: Malnutrition	90	1.92	0.08	0.72	10	90.0%
PT152	1. Patient Care Problems: Multisystem: Hospital acquired conditions (e.g., CAUTI, CLABSI, VAP, falls)	90	2.59	0.06	0.62	10	90.0%
PT080	1. Patient Care Problems: Hematology/Immunology/Oncology: Anticoagulation	96	2.08	0.08	0.76	10	90.6%
PT116	1. Patient Care Problems: Gastrointestinal: GI motility disorders (congenital and acquired)	91	1.89	0.08	0.78	9	91.0%
PT144	1. Patient Care Problems: Multisystem: Acid/base imbalances	91	2.37	0.07	0.71	9	91.0%
PT307	3. PED Competencies: Standard 5A. Coordination of Care: Provides case management and clinical coordination of care using advanced data synthesis with consideration of the child's and family's complex needs and desired outcomes.	82	2.16	0.09	0.81	8	91.1%
PT460	4. Core Competencies: F. Research Competency: 3. Conduct of Research: Dissemination of findings	73	2.21	0.09	0.74	7	91.3%
PT082	1. Patient Care Problems: Hematology/Immunology/Oncology: Bleeding disorders	97	1.88	0.07	0.71	9	91.5%
PT084	1. Patient Care Problems: Hematology/Immunology/Oncology: Coagulopathies	97	2.15	0.08	0.75	9	91.5%
PT393	4. Core Competencies: A. Direct Care Competency: Employs evidence-based clinical practice guidelines to guide screening and diagnosis.	77	2.25	0.08	0.71	7	91.7%
PT387	3. PED Competencies: Standard 17. Advocacy: Advances the profession through enhancing public awareness and health professional familiarity with the advanced practice pediatric nursing role and scope of practice.	78	2.15	0.08	0.74	7	91.8%
PT112	1. Patient Care Problems: Gastrointestinal: Gastro-esophageal reflux	92	2.15	0.08	0.78	8	92.0%

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT337	3. PED Competencies: Standard 7. Ethics: Ensures informed consent or age-appropriate assent for procedures, treatment, and research, as appropriate.	81	2.31	0.09	0.78	7	92.1%
PT110	1. Patient Care Problems: Gastrointestinal: Bowel infarction/obstruction/perforation	93	1.95	0.09	0.83	8	92.1%
PT308	3. PED Competencies: Standard 5A. Coordination of Care: Coordinates system and community resources to achieve optimal quality of care, delivered in a cost-effective manner within an interprofessional team approach.	82	2.12	0.09	0.82	7	92.1%
PT083	1. Patient Care Problems: Hematology/Immunology/Oncology: Blood and blood-product administration	98	2.36	0.08	0.76	8	92.5%
PT459	4. Core Competencies: F. Research Competency: 3. Conduct of Research: Participates in conduct and implementation of research which includes one or more of the following: Identification of questions for clinical inquiry, Conduct of literature reviews, Study design and implementation, Data collection,	76	2.13	0.10	0.84	6	92.7%
PT450	4. Core Competencies: F. Research Competency: 1. Interpretation, Translation and Use of Evidence: Designs programs for effective implementation of research findings and other evidence in clinical practice	77	2.40	0.08	0.71	6	92.8%
PT178	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Medical nonadherence	93	1.83	0.08	0.73	7	93.0%
PT328	3. PED Competencies: Standard 6. Evaluation: Evaluates diagnosis accuracy and the effectiveness of interventions and other variables in relation to the child's attainment of expected outcomes.	82	2.12	0.09	0.78	6	93.2%

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT329	3. PED Competencies: Standard 6. Evaluation: Synthesizes results of the evaluation to determine the effect of the plan on children, providers, families, groups, communities, and institutions.	82	2.04	0.08	0.74	6	93.2%
PT331	3. PED Competencies: Standard 6. Evaluation: Uses evaluation results to make or recommend process or structural changes, including policy, procedure, or protocol revision, as appropriate.	82	2.43	0.07	0.67	6	93.2%
PT335	3. PED Competencies: Standard 7. Ethics: Informs the child (as appropriate) and family of the risks, benefits, and outcomes of healthcare regimens to support informed decision making by the child and family.	82	2.11	0.09	0.82	6	93.2%
PT336	3. PED Competencies: Standard 7. Ethics: Makes decisions and initiates actions on behalf of children and their families in an ethical manner, taking into consideration the values of the child and family.	82	2.29	0.08	0.76	6	93.2%
PT079	1. Patient Care Problems: Hematology/Immunology/Oncology: Anemia	99	1.94	0.07	0.68	7	93.4%
PT293	3. PED Competencies: Standard 4. Planning: Identifies the need for and initiates appropriate referrals to healthcare professionals to support the comprehensive plan of care.	87	2.22	0.08	0.74	6	93.6%
PT292	3. PED Competencies: Standard 4. Planning: Formulates the comprehensive plan of care, including educational interventions related to the child's health status, conventional and alternative therapies, self-care activities, and coordination of comprehensive services to ensure continuity of care.	88	2.20	0.08	0.76	6	93.6%
PT277	3. PED Competencies: Standard 1. Assessment: Analyzes the family system to identify factors that might influence the health of the child and family.	89	2.31	0.07	0.68	6	93.7%

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT285	3. PED Competencies: Standard 2. Diagnosis: Applies evidence-based clinical practice guidelines to guide screening and diagnosis.	89	2.43	0.07	0.67	6	93.7%
PT128	1. Patient Care Problems: Renal/Genitourinary: Electrolyte imbalances	93	2.43	0.07	0.68	6	93.9%
PT129	1. Patient Care Problems: Renal/Genitourinary: Fluid volume imbalances	93	2.46	0.07	0.67	6	93.9%
PT391	4. Core Competencies: A. Direct Care Competency: Conducts comprehensive, holistic wellness and illness assessments using known or innovative evidence-based techniques, tools, and direct and indirect methods.	78	2.04	0.09	0.80	5	94.0%
PT408	4. Core Competencies: A. Direct Care Competency: Provides direct care to selected patients based on the needs of the patient and the CNS's specialty knowledge and skills	78	2.22	0.08	0.75	5	94.0%
PT151	1. Patient Care Problems: Multisystem: Failure to thrive	94	2.17	0.08	0.73	6	94.0%
PT388	3. PED Competencies: Standard 17. Advocacy: Advocates for unrestricted access to quality, cost-effective care within healthcare agencies for children and families.	80	2.01	0.09	0.82	5	94.1%
PT354	3. PED Competencies: Standard 12. Leadership: Influences decision-making bodies to improve child health care, health services, and policies locally, regionally, nationally, and internationally.	82	2.17	0.08	0.77	5	94.3%
PT330	3. PED Competencies: Standard 6. Evaluation: Adapts the plan of care according to the evaluation of the child's response.	83	2.24	0.08	0.71	5	94.3%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT314	3. PED Competencies: Standard 5B. Health Teaching and Health Promotion: Synthesizes empirical evidence about risk behaviors, learning theories, behavioral change theories, motivational theories, epidemiology, genetics, culture, and other related theories and frameworks when designing health education information and programs.	84	2.11	0.09	0.79	5	94.4%
PT297	3. PED Competencies: Standard 4. Planning: Supports the integration of clinical, human, and financial resources to enhance and complete the decision-making processes.	88	2.45	0.07	0.64	5	94.6%
PT290	3. PED Competencies: Standard 4. Planning: Devises a comprehensive plan of care that reflects the responsibilities of the advanced practice registered nurse, child, and family and may include delegation of activities.	89	2.37	0.07	0.66	5	94.7%
PT122	1. Patient Care Problems: Gastrointestinal: Nausea/Vomiting	95	2.21	0.08	0.78	5	95.0%
PT143	1. Patient Care Problems: Integumentary: Wounds (surgical and non-surgical)	95	2.25	0.07	0.71	5	95.0%
PT155	1. Patient Care Problems: Multisystem: Infectious diseases (e.g., congenital, viral, bacterial)	95	2.44	0.07	0.65	5	95.0%
PT438	4. Core Competencies: E. Coaching Competency: Designs health information and patient education appropriate to the patient's developmental level, health literacy level, learning needs, readiness to learn, and cultural values and beliefs.	79	2.38	0.08	0.70	4	95.2%
PT466	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Facilitates patient and family understanding of the risks, benefits, and outcomes of proposed healthcare regimen to promote informed decision making.	79	2.23	0.09	0.77	4	95.2%
PT104	1. Patient Care Problems: Neurology: Seizure disorders	99	2.24	0.07	0.74	5	95.2%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT397	4. Core Competencies: A. Direct Care Competency: Synthesizes assessment data, advanced knowledge, and experience, using critical thinking and clinical judgment to formulate differential diagnoses for clinical problems amenable to CNS intervention.	80	2.41	0.08	0.71	4	95.2%
PT398	4. Core Competencies: A. Direct Care Competency: Prioritizes differential diagnoses to reflect those conditions most relevant to signs, symptoms and patterns amenable to CNS interventions.	80	2.20	0.08	0.75	4	95.2%
PT427	4. Core Competencies: C: Systems Leadership Competency: Coordinates the care of patients with use of system and community resources to assure successful health/illness/wellness transitions, enhance delivery of care, and achieve optimal patient outcomes.	80	2.43	0.07	0.65	4	95.2%
PT389	3. PED Competencies: Standard 17. Advocacy: Uses relevant policy specific to children to direct appropriate patient care and to eliminate financial and legislative restrictions that limit access to health care.	81	1.85	0.09	0.82	4	95.3%
PT376	3. PED Competencies: Standard 15. Resource Utilization: Promotes activities that help others learn about benefits, risks, and costs of the plan of care.	82	2.22	0.08	0.70	4	95.4%
PT367	3. PED Competencies: Standard 13. Collaboration: Documents plan-of-care communications, rationales for plan-of care changes, and collaborative discussions to improve child health outcomes.	83	2.31	0.08	0.71	4	95.4%
PT339	3. PED Competencies: Standard 7. Ethics: Contributes to the creation of individual and system responses to the resolution of ethical dilemmas.	84	2.37	0.08	0.72	4	95.5%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT313	3. PED Competencies: Standard 5B. Health Teaching and Health Promotion: Employs diverse and complex strategies, interventions, and teaching with the child and family to promote, maintain, restore, and improve health and to prevent illness and injury.	85	2.19	0.08	0.75	4	95.5%
PT315	3. PED Competencies: Standard 5B. Health Teaching and Health Promotion: Bases anticipatory guidance and teaching on current scientific knowledge, research, epidemiological principles, and the family's health beliefs and practices.	85	2.19	0.08	0.76	4	95.5%
PT306	3. PED Competencies: Standard 5A. Coordination of Care: Delegates appropriate activities according to the condition of the child and the relative skill and scope of practice of the caregiver.	86	2.22	0.08	0.74	4	95.6%
PT295	3. PED Competencies: Standard 4. Planning: Selects or designs strategies to meet the multifaceted needs of the complex pediatric patient.	89	2.40	0.07	0.70	4	95.7%
PT394	4. Core Competencies: A. Direct Care Competency: Assesses the effects of interactions among the individual, family, community, and social systems on health and illness.	80	2.05	0.09	0.76	3	96.4%
PT432	4. Core Competencies: D. Collaboration Competency: Assesses the quality and effectiveness of interdisciplinary, intra-agency, and inter-agency communication and collaboration.	80	2.26	0.07	0.67	3	96.4%
PT396	4. Core Competencies: A. Direct Care Competency: Assesses the impact of environmental/system factors on care.	81	2.23	0.08	0.75	3	96.4%
PT374	3. PED Competencies: Standard 15. Resource Utilization: Develops evaluation strategies to demonstrate cost efficiency and effectiveness associated with pediatric nursing practice.	83	2.18	0.08	0.73	3	96.5%

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT378	3. PED Competencies: Standard 15. Resource Utilization: Uses aggregate data, in collaboration with others, to develop or revise systems to avoid duplication of or gaps in service.	83	2.30	0.08	0.71	3	96.5%
PT379	3. PED Competencies: Standard 15. Resource Utilization: Advocates for the elimination of barriers to care and supports the optimal level of care for the child and family.	83	2.39	0.07	0.62	3	96.5%
PT338	3. PED Competencies: Standard 7. Ethics: Serves as an advocate for the child and family in developing policies and providing care to the child and family.	85	2.64	0.06	0.59	3	96.6%
PT340	3. PED Competencies: Standard 7. Ethics: Advocates for a process of ongoing ethical inquiry into patient care practices where varying perspectives are acknowledged and validated.	85	2.36	0.08	0.70	3	96.6%
PT341	3. PED Competencies: Standard 7. Ethics: Participates in interprofessional teams that address ethical concerns, risks or considerations, benefits, and outcomes of patient care.	85	2.42	0.08	0.73	3	96.6%
PT346	3. PED Competencies: Standard 9. Evidence-based Practice and Research: Contributes to nursing knowledge by conducting or synthesizing research that discovers, examines, and evaluates knowledge, theories, criteria, and creative approaches to improve healthcare practice and outcomes.	85	2.39	0.08	0.77	3	96.6%
PT316	3. PED Competencies: Standard 5B. Health Teaching and Health Promotion: Collaborates with the interprofessional team to provide the child (if age appropriate) and family with information regarding interventions, including potential benefits, risks, complications, and alternatives.	86	2.29	0.08	0.75	3	96.6%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT298	3. PED Competencies: Standard 5. Implementation: Facilitates utilization of systems and community resources to implement the plan of care.	88	2.28	0.08	0.74	3	96.7%
PT301	3. PED Competencies: Standard 5. Implementation: Assumes responsibility for safe and efficient implementation of the plan.	88	2.51	0.07	0.66	3	96.7%
PT296	3. PED Competencies: Standard 4. Planning: Contributes to the development and continuous improvement of organizational systems that support the plan of care process.	90	2.58	0.06	0.58	3	96.8%
PT291	3. PED Competencies: Standard 4. Planning: Leads the design and development of interprofessional processes to address the situation or issue.	91	2.51	0.07	0.66	3	96.8%
PT275	3. PED Competencies: Standard 1. Assessment: Collaborates with other professionals to assemble a comprehensive assessment of the child and family.	92	2.57	0.06	0.60	3	96.8%
PT280	3. PED Competencies: Standard 1. Assessment: Assesses the quality of care provided to children and families across settings.	92	2.51	0.07	0.65	3	96.8%
PT174	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Developmental issues	96	2.28	0.07	0.72	3	97.0%
PT465	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Facilitates interdisciplinary teams to address ethical concerns, risks or considerations, benefits and outcomes of patient care.	80	2.36	0.07	0.64	2	97.6%
PT395	4. Core Competencies: A. Direct Care Competency: Identifies potential risks to patient safety, autonomy and quality of care based on assessments across the patient, nurse and system spheres of influence.	81	2.46	0.07	0.67	2	97.6%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT400	4. Core Competencies: A. Direct Care Competency: Designs strategies, including advanced nursing therapies, to meet the multifaceted needs of complex patients and groups of patients.	81	2.31	0.07	0.61	2	97.6%
PT402	4. Core Competencies: A. Direct Care Competency: Uses advanced communication skills within therapeutic relationships to improve patient outcomes.	81	2.48	0.07	0.61	2	97.6%
PT436	4. Core Competencies: D. Collaboration Competency: Facilitates intra-agency and inter-agency communication.	81	2.19	0.09	0.78	2	97.6%
PT437	4. Core Competencies: E. Coaching Competency: Coaches patients and families to help them navigate the healthcare system.	81	2.25	0.08	0.73	2	97.6%
PT439	4. Core Competencies: E. Coaching Competency: Provides education to individuals, families, groups and communities to promote knowledge, understanding and optimal functioning across the wellness-illness continuum.	81	2.27	0.09	0.77	2	97.6%
PT441	4. Core Competencies: E. Coaching Competency: Contributes to the advancement of the profession as a whole by disseminating outcomes of CNS practice through presentations and publications.	81	2.35	0.08	0.76	2	97.6%
PT399	4. Core Competencies: A. Direct Care Competency: Selects interventions that may include, but are not limited to: Application of advanced nursing therapies, Initiation of interdisciplinary team meetings, consultations and other communications to benefit patient care, Management of patient medications, clinical procedures and other interventions, Psychosocial support including patient counseling and spiritual interventions	82	2.33	0.07	0.67	2	97.6%
PT409	4. Core Competencies: A. Direct Care Competency: Assists staff in the development of innovative, cost effective programs or protocols of care	82	2.49	0.07	0.63	2	97.6%

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT410	4. Core Competencies: A. Direct Care Competency: Evaluates nursing practice that considers Safety, Timeliness, Effectiveness, Efficiency, Efficacy and Patient-centered care.	82	2.56	0.07	0.59	2	97.6%
PT411	4. Core Competencies: A. Direct Care Competency: Determines when evidence based guidelines, policies, procedures and plans of care need to be tailored to the individual.	82	2.52	0.07	0.61	2	97.6%
PT413	4. Core Competencies: A. Direct Care Competency: Leads development of evidence-based plans for meeting individual, family, community, and population needs.	82	2.30	0.08	0.76	2	97.6%
PT414	4. Core Competencies: A. Direct Care Competency: Provides leadership for collaborative, evidence-based revision of diagnoses and plans of care, to improve patient outcomes	82	2.40	0.08	0.72	2	97.6%
PT390	3. PED Competencies: Standard 17. Advocacy: Serves as an advocate for the unique needs of children and families within the healthcare system, including facilitating transitions across varying healthcare settings and the home.	83	2.16	0.08	0.76	2	97.7%
PT366	3. PED Competencies: Standard 13. Collaboration: Actively participates in or provides guidance to research teams in discovery and application of evidence for nursing practice.	84	2.40	0.08	0.75	2	97.7%
PT372	3. PED Competencies: Standard 15. Resource Utilization: Utilizes organizational and community resources to formulate interprofessional plans of care.	84	2.19	0.07	0.67	2	97.7%
PT377	3. PED Competencies: Standard 15. Resource Utilization: Initiates ongoing activities to analyze patient care systems in an effort to improve the quality of care provided to children and their families.	84	2.29	0.08	0.74	2	97.7%

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT380	3. PED Competencies: Standard 15. Resource Utilization: Develops innovative solutions and applies strategies to obtain appropriate resources for nursing initiatives.	84	2.32	0.08	0.71	2	97.7%
PT334	3. PED Competencies: Standard 7. Ethics: Ensures that the care provided is consistent with the child's and family's needs and values and is within codes of ethical practice.	85	2.49	0.07	0.67	2	97.7%
PT353	3. PED Competencies: Standard 11. Communication: Advocates for health team members, families, and children, as appropriate, when conflicts in communication or decision-making arise.	85	2.55	0.06	0.57	2	97.7%
PT355	3. PED Competencies: Standard 12. Leadership: Provides direction to enhance the effectiveness of the interprofessional healthcare team.	85	2.55	0.06	0.57	2	97.7%
PT332	3. PED Competencies: Standard 6. Evaluation: Refers to best practice models to assist in evaluating outcomes.	86	2.55	0.07	0.64	2	97.7%
PT333	3. PED Competencies: Standard 6. Evaluation: Synthesizes an evaluation, on a continual basis, as it relates to the effectiveness of care provided.	86	2.49	0.07	0.68	2	97.7%
PT342	3. PED Competencies: Standard 7. Ethics: Applies ethically sound solutions to complex issues related to individuals, populations, and systems of care.	86	2.47	0.07	0.66	2	97.7%
PT304	3. PED Competencies: Standard 5A. Coordination of Care: Provides leadership in the coordination of interprofessional health care for integrated delivery of pediatric care services.	89	2.58	0.06	0.58	2	97.8%
PT305	3. PED Competencies: Standard 5A. Coordination of Care: Synthesizes data and information to prescribe necessary system and community support measures, including modifications of surroundings.	89	2.29	0.08	0.76	2	97.8%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT286	3. PED Competencies: Standard 3. Outcomes Identification: Identifies expected outcomes that incorporate cost and clinical effectiveness, the child's and family's expectations, and continuity and consistency among healthcare providers.	92	2.48	0.07	0.65	2	97.9%
PT287	3. PED Competencies: Standard 3. Outcomes Identification: Differentiates outcomes that require care process interventions from those that require system-level interventions.	92	2.53	0.07	0.64	2	97.9%
PT159	1. Patient Care Problems: Multisystem: Pain	98	2.60	0.06	0.60	2	98.0%
PT447	4. Core Competencies: F. Research Competency: 1. Interpretation, Translation and Use of Evidence: Integrates evidence into the health, illness, and wellness management of patients, families, communities and groups.	81	2.44	0.08	0.69	1	98.8%
PT456	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Develops quality improvement initiatives based on assessments.	81	2.46	0.08	0.71	1	98.8%
PT433	4. Core Competencies: D. Collaboration Competency: Establishes collaborative relationships within and across departments that promote patient safety, culturally competent care, and clinical excellence	82	2.63	0.06	0.56	1	98.8%
PT440	4. Core Competencies: E. Coaching Competency: participates in pre-professional, graduate and continuing education of nurses and other health care providers: Completes a needs assessment as appropriate to guide interventions with staff; Promotes professional development of staff nurses and continuing education activities; Implements staff development and continuing education activities; Mentors nurses to translate research into practice.	82	2.55	0.07	0.65	1	98.8%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT442	4. Core Competencies: E. Coaching Competency: Mentors staff nurses, graduate students and others to acquire new knowledge and skills and develop their careers.	82	2.55	0.07	0.67	1	98.8%
PT443	4. Core Competencies: E. Coaching Competency: Mentors health professionals in applying the principles of evidence-based care.	82	2.46	0.07	0.67	1	98.8%
PT445	4. Core Competencies: E. Coaching Competency: Provides leadership in conflict management and negotiation to address problems in the healthcare system.	82	2.27	0.08	0.75	1	98.8%
PT453	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Participates in establishing quality improvement agenda for unit, department, program, system, or population	82	2.56	0.07	0.63	1	98.8%
PT454	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Provides leadership in planning data collection and quality monitoring	82	2.48	0.08	0.72	1	98.8%
PT457	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Provides leadership in the design, implementation and evaluation of process improvement initiatives.	82	2.46	0.08	0.74	1	98.8%
PT458	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Provides leadership in the system-wide implementation of quality improvements and innovations.	82	2.46	0.08	0.72	1	98.8%
PT461	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Engages in a formal self-evaluation process, seeking feedback regarding own practice, from patients, peers, professional colleagues and others	82	2.46	0.08	0.69	1	98.8%
PT462	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Fosters professional accountability in self or others.	82	2.65	0.06	0.53	1	98.8%

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT463	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Facilitates resolution of ethical conflicts: Identifies ethical implications of complex care situations, Considers the impact of scientific advances, cost, clinical effectiveness, patient and family values and preferences, and other external influences., Applies ethical principles to resolving concerns across the three spheres of influence	82	2.30	0.08	0.70	1	98.8%
PT464	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Promotes a practice climate conducive to providing ethical care.	82	2.52	0.07	0.59	1	98.8%
PT401	4. Core Competencies: A. Direct Care Competency: Develops evidence-based clinical interventions and systems to achieve defined patient and system outcomes.	83	2.40	0.07	0.68	1	98.8%
PT412	4. Core Competencies: A. Direct Care Competency: Differentiates between outcomes that require care process modification at the individual patient level and those that require modification at the system level.	83	2.37	0.08	0.69	1	98.8%
PT418	4. Core Competencies: B. Consultation Competency: Analyzes data from consultations to implement practice improvements.	83	2.47	0.08	0.70	1	98.8%
PT420	4. Core Competencies: C: Systems Leadership Competency: Performs system level assessments to identify variables that influence nursing practice and outcomes, including but not limited to: Population variables, Environment, System of health care delivery, Regulatory requirements, Internal and external political influences/stability, Health care financing, Recurring practices that enhance or compromise patient or system outcomes.	83	2.36	0.08	0.73	1	98.8%

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT428	4. Core Competencies: C: Systems Leadership Competency: Considers fiscal and budgetary implications in decision making regarding practice and system modifications: Evaluates use of products and services for appropriateness and cost/benefit in meeting care needs, Conducts cost/benefit analysis of new clinical technologies, Evaluates impact of introduction or withdrawal of products, services, and technologies	83	2.28	0.08	0.75	1	98.8%
PT430	4. Core Competencies: C: Systems Leadership Competency: Evaluates impact of CNS and other nursing practice on systems of care using nurse-sensitive outcomes	83	2.34	0.08	0.75	1	98.8%
PT381	3. PED Competencies: Standard 15. Resource Utilization: Secures organizational resources to ensure a work environment conducive to completing the identified plan of care and outcomes.	84	2.25	0.08	0.71	1	98.8%
PT369	3. PED Competencies: Standard 14. Professional Practice Evaluation: Engages in a formal process seeking feedback regarding one's own practice from the child, family, peers, professional colleagues, and others.	85	2.40	0.08	0.69	1	98.8%
PT373	3. PED Competencies: Standard 15. Resource Utilization: Develops innovative solutions for child healthcare problems that address effective resource utilization and maintenance of quality.	85	2.18	0.08	0.76	1	98.8%
PT375	3. PED Competencies: Standard 15. Resource Utilization: Develops evaluation methods to measure patient safety and effectiveness for interventions and outcomes.	85	2.33	0.08	0.70	1	98.8%
PT350	3. PED Competencies: Standard 11. Communication: Promotes communication of information and advancement of the profession through writing, publishing, and preparing presentations for professional and lay audiences.	86	2.47	0.07	0.63	1	98.9%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT352	3. PED Competencies: Standard 11. Communication: Serves as a consultant for team members, families, and children who are having trouble communicating effectively.	86	2.48	0.07	0.65	1	98.9%
PT359	3. PED Competencies: Standard 12. Leadership: Designs innovations to effect change in practice and improve health outcomes.	86	2.47	0.07	0.68	1	98.9%
PT368	3. PED Competencies: Standard 13. Collaboration: Participates on interprofessional teams that contribute to role development, advanced pediatric nursing practice, and health care.	86	2.58	0.07	0.60	1	98.9%
PT343	3. PED Competencies: Standard 7. Ethics: Identifies and communicates the risks, benefits, and outcomes of programs and decisions that may negatively affect healthcare delivery.	87	2.40	0.08	0.75	1	98.9%
PT347	3. PED Competencies: Standard 9. Evidence-based Practice and Research: Formally and informally disseminates research findings through practice, education, presentations, publications, consultation, and journal clubs.	87	2.62	0.05	0.51	1	98.9%
PT348	3. PED Competencies: Standard 9. Evidence-based Practice and Research: Promotes a climate of research and clinical inquiry.	87	2.59	0.07	0.62	1	98.9%
PT302	3. PED Competencies: Standard 5. Implementation: Uses advanced communication skills to promote relationships between the child, family, and caregiver to assure an open discussion of the family's experiences and to improve healthcare outcomes.	89	2.52	0.07	0.64	1	98.9%
PT299	3. PED Competencies: Standard 5. Implementation: Supports collaboration with nursing and other colleagues to implement the plan.	90	2.69	0.05	0.49	1	98.9%
PT288	3. PED Competencies: Standard 3. Outcomes Identification: Incorporates the use of evidence-based clinical guidelines that support positive expected outcomes for the child.	92	2.68	0.06	0.53	1	98.9%

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT289	3. PED Competencies: Standard 4. Planning: Identifies assessment, diagnostic strategies, and therapeutic interventions within the plan of care that reflect current pediatric healthcare practice, including data, research, literature, and expert clinical knowledge.	93	2.51	0.07	0.64	1	98.9%
PT161	1. Patient Care Problems: Multisystem: Patient safety issues	99	2.54	0.07	0.70	1	99.0%
PT300	3. PED Competencies: Standard 5. Implementation: Incorporates new knowledge and strategies to initiate change in nursing care practices if desired outcomes are not achieved.	91	2.69	0.05	0.49	0	100.0%
PT303	3. PED Competencies: Standard 5. Implementation: Actively participates in the development and continuous improvement of systems that support implementation of the plan.	90	2.62	0.06	0.57	0	100.0%
PT344	3. PED Competencies: Standard 8. Education: Uses current evidence to expand clinical knowledge, skills, abilities, and judgment to enhance role performance and increase knowledge of professional issues.	88	2.75	0.05	0.46	0	100.0%
PT345	3. PED Competencies: Standard 8. Education: Participates in interprofessional educational experiences focusing on patient outcomes.	88	2.73	0.05	0.50	0	100.0%
PT349	3. PED Competencies: Standard 11. Communication: Leads the interprofessional team in developing effective communication patterns and conflict resolution.	87	2.53	0.06	0.59	0	100.0%
PT351	3. PED Competencies: Standard 11. Communication: Establishes effective communication modalities and formats between healthcare team members and the children and families for whom they care.	87	2.49	0.06	0.59	0	100.0%
PT356	3. PED Competencies: Standard 12. Leadership: Promotes advanced practice nursing and role development by interpreting its role for patients, families, and the community.	87	2.39	0.08	0.72	0	100.0%

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT357	3. PED Competencies: Standard 12. Leadership: Mentors colleagues in the acquisition of clinical knowledge, skills, abilities, and judgment.	87	2.61	0.06	0.60	0	100.0%
PT358	3. PED Competencies: Standard 12. Leadership: Initiates and revises policies, protocols, and guidelines that reflect evidence-based practice and novel approaches in care management and address emerging trends.	87	2.63	0.06	0.59	0	100.0%
PT360	3. PED Competencies: Standard 12. Leadership: Contributes to an environment that is conducive to clinical education of other healthcare providers, including teaching, mentoring, and precepting.	87	2.64	0.06	0.55	0	100.0%
PT361	3. PED Competencies: Standard 12. Leadership: Contributes to others' professional development to improve child healthcare and to foster the profession's growth.	87	2.66	0.06	0.52	0	100.0%
PT362	3. PED Competencies: Standard 13. Collaboration: Partners with other disciplines to enhance healthcare consumer outcomes through interprofessional activities, such as education, consultation, management, technological development, or research opportunities.	87	2.63	0.06	0.59	0	100.0%
PT363	3. PED Competencies: Standard 13. Collaboration: Invites the contribution of the child, family, and team members in order to achieve optimal outcomes.	87	2.56	0.06	0.58	0	100.0%
PT364	3. PED Competencies: Standard 13. Collaboration: Leads in establishing, improving, and sustaining collaborative relationships to achieve safe, quality health care for children and their families.	87	2.60	0.07	0.62	0	100.0%
PT365	3. PED Competencies: Standard 13. Collaboration: Models expert practice to interprofessional team members and healthcare consumers.	87	2.61	0.06	0.58	0	100.0%

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT370	3. PED Competencies: Standard 14. Professional Practice Evaluation: Actively participates in the process of monitoring the quality of one's own practice with periodic evaluation and plans to address deficiencies and continue improvement.	86	2.45	0.07	0.64	0	100.0%
PT371	3. PED Competencies: Standard 14. Professional Practice Evaluation: Addresses patient safety with each client contact, incorporates safety standards in own practice, and periodically evaluates safety of the practice environment.	86	2.55	0.06	0.55	0	100.0%
PT415	4. Core Competencies: B. Consultation Competency: Provides consultation to staff nurses, medical staff and interdisciplinary colleagues	84	2.68	0.06	0.52	0	100.0%
PT416	4. Core Competencies: B. Consultation Competency: Initiates consultation to obtain resources as necessary to facilitate progress toward achieving identified outcomes.	84	2.50	0.07	0.69	0	100.0%
PT417	4. Core Competencies: B. Consultation Competency: Communicates consultation findings to appropriate parties consistent with professional and institutional standards.	84	2.58	0.06	0.56	0	100.0%
PT419	4. Core Competencies: C: Systems Leadership Competency: Facilitates the provision of clinically competent care by staff/team through education, role modeling, teambuilding, and quality monitoring.	84	2.64	0.06	0.53	0	100.0%
PT421	4. Core Competencies: C: Systems Leadership Competency: Determines nursing practice and system interventions that will promote patient, family and community safety.	84	2.51	0.07	0.63	0	100.0%
PT422	4. Core Competencies: C: Systems Leadership Competency: Uses effective strategies for changing clinician and team behavior to encourage adoption of evidence-based practices and innovations in care delivery.	84	2.50	0.07	0.63	0	100.0%

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT423	4. Core Competencies: C: Systems Leadership Competency: Provides leadership in maintaining a supportive and healthy work environment.	84	2.57	0.07	0.61	0	100.0%
PT424	4. Core Competencies: C: Systems Leadership Competency: Provides leadership in promoting interdisciplinary collaboration to implement outcome-focused patient care programs meeting the clinical needs of patients, families, populations and communities.	84	2.58	0.07	0.64	0	100.0%
PT425	4. Core Competencies: C: Systems Leadership Competency: Develops age-specific clinical standards, policies and procedures.	84	2.52	0.07	0.65	0	100.0%
PT426	4. Core Competencies: C: Systems Leadership Competency: Uses leadership, team building, negotiation, and conflict resolution skills to build partnerships within and across systems, including communities.	84	2.55	0.07	0.67	0	100.0%
PT429	4. Core Competencies: C: Systems Leadership Competency: Leads system change to improve health outcomes through evidence based practice: Specifies expected clinical and system level outcomes., Designs programs to improve clinical and system level processes and outcomes., Facilitates the adoption of practice change	84	2.48	0.08	0.70	0	100.0%
PT431	4. Core Competencies: C: Systems Leadership Competency: Disseminates outcomes of system-level change internally and externally	84	2.33	0.08	0.73	0	100.0%
PT434	4. Core Competencies: D. Collaboration Competency: Provides leadership for establishing, improving, and sustaining collaborative relationships to meet clinical needs.	83	2.55	0.07	0.61	0	100.0%
PT435	4. Core Competencies: D. Collaboration Competency: Practices collegially with medical staff and other members of the healthcare team so that all providers' unique contributions to health outcomes will be enhanced.	83	2.66	0.06	0.55	0	100.0%

Rule 1. Percent Performed Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
PT444	4. Core Competencies: E. Coaching Competency: Uses coaching and advanced communication skills to facilitate the development of effective clinical teams.	83	2.51	0.07	0.63	0	100.0%
PT446	4. Core Competencies: F. Research Competency: 1. Interpretation, Translation and Use of Evidence: Analyzes research findings and other evidence for their potential application to clinical practice	83	2.45	0.07	0.67	0	100.0%
PT448	4. Core Competencies: F. Research Competency: 1. Interpretation, Translation and Use of Evidence: Applies principles of evidence-based practice and quality improvement to all patient care.	83	2.63	0.06	0.56	0	100.0%
PT449	4. Core Competencies: F. Research Competency: 1. Interpretation, Translation and Use of Evidence: Assesses system barriers and facilitators to adoption of evidence-based practices.	83	2.51	0.07	0.63	0	100.0%
PT451	4. Core Competencies: F. Research Competency: 1. Interpretation, Translation and Use of Evidence: Cultivates a climate of clinical inquiry across spheres of influence: Evaluates the need for improvement or redesign of care delivery processes to improve safety, efficiency, reliability, and quality., Disseminates expert knowledge.	83	2.48	0.08	0.70	0	100.0%
PT452	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Fosters an interdisciplinary approach to quality improvement, evidence-based practice, research, and translation of research into practice	83	2.45	0.08	0.70	0	100.0%
PT455	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Uses quality monitoring data to assess the quality and effectiveness of clinical programs in meeting outcomes.	83	2.47	0.08	0.69	0	100.0%

Appendix C. Tasks Ratings in Mean Significance Order

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT206	2. Skills and Procedures: Cardiovascular: Perform stress testing	7	1.00	0.00	0.00	93	0.1
PT207	2. Skills and Procedures: Cardiovascular: Perform tilt-table testing	6	1.00	0.00	0.00	94	0.1
PT249	2. Skills and Procedures: Musculoskeletal: Administer analgesic block/cortisone shot	5	1.00	0.00	0.00	93	0.1
PT253	2. Skills and Procedures: Musculoskeletal: Perform joint injections	4	1.00	0.00	0.00	94	0.0
PT254	2. Skills and Procedures: Musculoskeletal: Provide trigger point injections	3	1.00	0.00	0.00	95	0.0
PT035	1. Patient Care Problems: Cardiovascular: Vasculitis	40	1.05	0.05	0.32	68	0.4
PT071	1. Patient Care Problems: Musculoskeletal: Osteoarthritis	33	1.06	0.06	0.35	73	0.3
PT002	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Cancer prevention (e.g., tobacco cessation, sunscreen)	51	1.08	0.05	0.39	58	0.5
PT133	1. Patient Care Problems: Renal/Genitourinary: Obstetrical issues	25	1.08	0.06	0.28	75	0.3
PT258	2. Skills and Procedures: Integumentary: Perform skin biopsies	11	1.09	0.09	0.30	87	0.1
PT013	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Physical health screenings (e.g, sports physicals, hearing, mammography, prostate exam)	38	1.11	0.07	0.45	72	0.3
PT026	1. Patient Care Problems: Cardiovascular: Dyslipidemia	44	1.14	0.08	0.51	64	0.4
PT067	1. Patient Care Problems: Endocrine: Thyroid disorders	61	1.16	0.07	0.55	45	0.6
PT130	1. Patient Care Problems: Renal/Genitourinary: Gynecological disorders	55	1.16	0.06	0.46	45	0.6
PT031	1. Patient Care Problems: Cardiovascular: Peripheral vascular insufficiency (e.g., acute, arterial occlusion, carotid artery stenosis, endarterectomy, peripheral stents and Fem-Pop bypass)	23	1.17	0.12	0.58	84	0.2

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT236	2. Skills and Procedures: Neurology: Reprogram shunt	6	1.17	0.17	0.41	92	0.1
PT252	2. Skills and Procedures: Musculoskeletal: Perform joint aspiration	6	1.17	0.17	0.41	92	0.1
PT016	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Sexual health education and counseling	64	1.19	0.07	0.59	46	0.6
PT196	2. Skills and Procedures: Cardiovascular: Interpret stress test results	15	1.20	0.11	0.41	85	0.2
PT065	1. Patient Care Problems: Endocrine: Pituitary disorders	57	1.21	0.08	0.62	49	0.5
PT025	1. Patient Care Problems: Cardiovascular: Coronary artery disease	35	1.23	0.11	0.65	73	0.3
PT078	1. Patient Care Problems: Hematology/Immunology/Oncology: AIDS and HIV	66	1.23	0.06	0.46	40	0.6
PT243	2. Skills and Procedures: Renal/Genitourinary: Disconnect and flush renal stent	12	1.25	0.13	0.45	86	0.1
PT006	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Genetic counseling	53	1.26	0.09	0.68	56	0.5
PT064	1. Patient Care Problems: Endocrine: Methemoglobinemia	54	1.26	0.09	0.68	51	0.5
PT076	1. Patient Care Problems: Musculoskeletal: Stress fractures	58	1.26	0.07	0.52	48	0.5
PT057	1. Patient Care Problems: Endocrine: Adrenal disorders	57	1.28	0.09	0.70	49	0.5
PT060	1. Patient Care Problems: Endocrine: Hormone imbalances and issues	56	1.29	0.09	0.71	50	0.5
PT033	1. Patient Care Problems: Cardiovascular: Ruptured or dissecting aneurysm	38	1.32	0.12	0.74	70	0.4
PT197	2. Skills and Procedures: Cardiovascular: Manage arterial sheaths	22	1.32	0.14	0.65	78	0.2
PT239	2. Skills and Procedures: Gastrointestinal: Assist with sigmoidoscopy	6	1.33	0.21	0.52	92	0.1
PT014	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Risk-taking behaviors (e.g., unprotected sex, substance use)	53	1.34	0.10	0.76	57	0.5

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT111	1. Patient Care Problems: Gastrointestinal: Gallbladder disease	64	1.34	0.07	0.60	36	0.6
PT135	1. Patient Care Problems: Renal/Genitourinary: Renal calculi	50	1.34	0.09	0.63	50	0.5
PT193	2. Skills and Procedures: Cardiovascular: Interpret echocardiograms	29	1.34	0.10	0.55	71	0.3
PT214	2. Skills and Procedures: Pulmonary: Interpret pulmonary function tests	29	1.34	0.12	0.67	71	0.3
PT010	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Mental health screenings (e.g., depression, suicidal ideation, eating disorders)	55	1.36	0.10	0.78	55	0.5
PT048	1. Patient Care Problems: Pulmonary: Inhalation injuries	50	1.36	0.11	0.78	56	0.5
PT049	1. Patient Care Problems: Pulmonary: Obstructive sleep apnea	56	1.36	0.10	0.77	50	0.5
PT204	2. Skills and Procedures: Cardiovascular: Manage transesophageal pacemakers	22	1.36	0.14	0.66	78	0.2
PT173	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Dementia	34	1.38	0.12	0.70	66	0.3
PT127	1. Patient Care Problems: Renal/Genitourinary: Contrast-induced nephropathy	56	1.39	0.08	0.59	44	0.6
PT163	1. Patient Care Problems: Multisystem: Sensory impairment (e.g., hearing loss)	77	1.39	0.07	0.61	22	0.8
PT146	1. Patient Care Problems: Multisystem: Burns	58	1.40	0.08	0.62	42	0.6
PT018	1. Patient Care Problems: Cardiovascular: Acute coronary syndromes	24	1.42	0.17	0.83	84	0.2
PT072	1. Patient Care Problems: Musculoskeletal: Osteoporosis and bone disease	48	1.42	0.09	0.65	56	0.5
PT246	2. Skills and Procedures: Renal/Genitourinary: Manage suprapubic catheters	42	1.43	0.10	0.67	56	0.4
PT211	2. Skills and Procedures: Pulmonary: Assist with percutaneous tracheotomy	29	1.45	0.14	0.74	71	0.3
PT221	2. Skills and Procedures: Hematology/Immunology/Oncology: Manage exchange transfusions	40	1.45	0.11	0.68	60	0.4
PT229	2. Skills and Procedures: Neurology: Manage baclofen pump	20	1.45	0.15	0.69	78	0.2

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT184	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Substance abuse	72	1.46	0.08	0.69	28	0.7
PT250	2. Skills and Procedures: Musculoskeletal: Apply treatment device (e.g., traction, orthotic)	34	1.47	0.14	0.79	64	0.3
PT238	2. Skills and Procedures: Gastrointestinal: Assist with paracentesis	25	1.48	0.12	0.59	73	0.3
PT268	2. Skills and Procedures: Behavioral: Manage patients in seclusion	25	1.48	0.13	0.65	72	0.3
PT180	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Personality disorders (e.g., anti-social behaviors, schizophrenia)	68	1.49	0.07	0.59	32	0.7
PT228	2. Skills and Procedures: Neurology: Interpret EEGs	22	1.50	0.14	0.67	76	0.2
PT255	2. Skills and Procedures: Musculoskeletal: Relocate dislocated bones	4	1.50	0.50	1.00	94	0.0
PT256	2. Skills and Procedures: Integumentary: Excise lesions	10	1.50	0.22	0.71	88	0.1
PT118	1. Patient Care Problems: Gastrointestinal: Hepatorenal syndrome	59	1.51	0.09	0.65	41	0.6
PT191	2. Skills and Procedures: Cardiovascular: Interpret 12-lead ECGs	46	1.52	0.09	0.62	54	0.5
PT134	1. Patient Care Problems: Renal/Genitourinary: Renal and genitourinary surgeries	70	1.53	0.09	0.74	30	0.7
PT175	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Eating Disorders	76	1.53	0.08	0.70	23	0.8
PT251	2. Skills and Procedures: Musculoskeletal: Perform casting/splinting	19	1.53	0.18	0.77	79	0.2
PT101	1. Patient Care Problems: Neurology: Migraine headaches	67	1.54	0.09	0.72	37	0.6
PT147	1. Patient Care Problems: Multisystem: Child of addicted mother	78	1.54	0.08	0.72	22	0.8
PT226	2. Skills and Procedures: Neurology: Access ventricular reservoirs/shunts	26	1.54	0.13	0.65	72	0.3
PT131	1. Patient Care Problems: Renal/Genitourinary: Incontinence	66	1.55	0.09	0.75	34	0.7
PT156	1. Patient Care Problems: Multisystem: Morbid obesity	73	1.55	0.08	0.65	26	0.7
PT237	2. Skills and Procedures: Gastrointestinal: Assist with endoscopy	20	1.55	0.11	0.51	78	0.2

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT272	2. Skills and Procedures: Wellness: Perform mental health screening and/or examinations	33	1.55	0.12	0.67	65	0.3
PT037	1. Patient Care Problems: Pulmonary: Acute pulmonary embolus	57	1.56	0.12	0.91	49	0.5
PT090	1. Patient Care Problems: Hematology/Immunology/Oncology: Polycythemia	85	1.56	0.07	0.64	21	0.8
PT384	3. PED Competencies: Standard 16. Environmental Health: Critically evaluates the manner in which environmental health issues are presented by the popular media.	62	1.56	0.09	0.72	22	0.7
PT137	1. Patient Care Problems: Integumentary: Dermatologic disorders	76	1.57	0.08	0.70	24	0.8
PT183	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Sleep Disorders	68	1.57	0.08	0.68	31	0.7
PT223	2. Skills and Procedures: Hematology/Immunology/Oncology: Perform bone marrow aspiration	14	1.57	0.20	0.76	86	0.1
PT119	1. Patient Care Problems: Gastrointestinal: Inflammatory bowel disease	74	1.58	0.08	0.72	26	0.7
PT142	1. Patient Care Problems: Integumentary: Pruritus	78	1.58	0.08	0.69	22	0.8
PT202	2. Skills and Procedures: Cardiovascular: Manage temporary transvenous pacemakers	36	1.58	0.12	0.73	64	0.4
PT205	2. Skills and Procedures: Cardiovascular: Perform elective cardioversion	48	1.58	0.10	0.68	52	0.5
PT383	3. PED Competencies: Standard 16. Environmental Health: Analyzes the impact of social, political, and economic influences on the environment and pediatric health exposures.	72	1.58	0.08	0.69	12	0.9
PT073	1. Patient Care Problems: Musculoskeletal: Rhabdomyolysis	71	1.59	0.08	0.67	35	0.7
PT139	1. Patient Care Problems: Integumentary: Infectious skin disorders	76	1.59	0.09	0.77	24	0.8
PT190	2. Skills and Procedures: Cardiovascular: Insert temporary vascular access device	41	1.59	0.10	0.67	59	0.4
PT011	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Nutrition and Weight Management	47	1.60	0.13	0.92	62	0.4

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT029	1. Patient Care Problems: Cardiovascular: Hypertension	57	1.60	0.12	0.92	51	0.5
PT201	2. Skills and Procedures: Cardiovascular: Manage permanent transvenous pacemakers	30	1.60	0.12	0.67	70	0.3
PT224	2. Skills and Procedures: Hematology/Immunology/Oncology: Perform bone marrow transplant	10	1.60	0.22	0.70	90	0.1
PT181	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Post ICU syndrome	64	1.61	0.08	0.66	36	0.6
PT260	2. Skills and Procedures: Multisystem: Interpret diagnostic imaging	53	1.62	0.09	0.66	44	0.5
PT145	1. Patient Care Problems: Multisystem: Anesthetic emergencies	67	1.63	0.09	0.78	33	0.7
PT208	2. Skills and Procedures: Cardiovascular: Remove pacer wire	19	1.63	0.16	0.68	81	0.2
PT167	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Aggression	84	1.64	0.08	0.75	16	0.8
PT222	2. Skills and Procedures: Hematology/Immunology/Oncology: Manage plasmapheresis	33	1.64	0.12	0.70	67	0.3
PT136	1. Patient Care Problems: Renal/Genitourinary: Renal trauma	57	1.65	0.10	0.74	43	0.6
PT200	2. Skills and Procedures: Cardiovascular: Manage implantable cardioverter defibrillators (ICD)	31	1.65	0.14	0.75	68	0.3
PT219	2. Skills and Procedures: Endocrine: Manage Insulin pump	46	1.65	0.11	0.74	55	0.5
PT115	1. Patient Care Problems: Gastrointestinal: GI hemorrhage	79	1.66	0.08	0.68	21	0.8
PT227	2. Skills and Procedures: Neurology: Assist with lumbar puncture	61	1.66	0.10	0.81	37	0.6
PT030	1. Patient Care Problems: Cardiovascular: Hypertensive urgencies or emergencies	51	1.67	0.13	0.95	57	0.5
PT138	1. Patient Care Problems: Integumentary: Exfoliative skin disorders (e.g. Stevens Johnson, TEN, epidermolysis bullosa)	75	1.67	0.08	0.72	25	0.8
PT259	2. Skills and Procedures: Integumentary: Suture wounds	18	1.67	0.20	0.84	80	0.2
PT266	2. Skills and Procedures: Behavioral: Manage assaultive behavior	58	1.67	0.09	0.71	39	0.6
PT046	1. Patient Care Problems: Pulmonary: Cystic fibrosis	47	1.68	0.14	0.96	58	0.4

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT186	2. Skills and Procedures: Cardiovascular: Assist with pericardiocentesis	44	1.68	0.12	0.77	56	0.4
PT148	1. Patient Care Problems: Multisystem: Compartment syndrome	74	1.69	0.09	0.74	26	0.7
PT022	1. Patient Care Problems: Cardiovascular: Cardiac trauma (blunt and penetrative)	40	1.70	0.15	0.97	67	0.4
PT189	2. Skills and Procedures: Cardiovascular: Disconnect pacer wire	37	1.70	0.13	0.78	63	0.4
PT212	2. Skills and Procedures: Pulmonary: Assist with thoracentesis	50	1.70	0.10	0.74	50	0.5
PT218	2. Skills and Procedures: Pulmonary: Perform arterial punctures	24	1.71	0.16	0.81	76	0.2
PT233	2. Skills and Procedures: Neurology: Manage lumbar drain	35	1.71	0.13	0.75	63	0.4
PT385	3. PED Competencies: Standard 16. Environmental Health: Advocates for implementation of environmental principles for pediatric nursing practice.	65	1.72	0.09	0.70	19	0.8
PT004	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Caregiver burden	49	1.73	0.14	0.97	61	0.4
PT125	1. Patient Care Problems: Renal/Genitourinary: Chronic kidney disease (CKD)	78	1.73	0.08	0.73	21	0.8
PT017	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Vulnerable population screenings (e.g., elder/child abuse, intimate partner violence, human trafficking, bullying)	65	1.74	0.12	0.97	45	0.6
PT126	1. Patient Care Problems: Renal/Genitourinary: Congenital or acquired renal/genitourinary abnormalities	88	1.74	0.08	0.75	12	0.9
PT225	2. Skills and Procedures: Hematology/Immunology/Oncology: Perform therapeutic phlebotomy	27	1.74	0.15	0.76	73	0.3
PT063	1. Patient Care Problems: Endocrine: Inborn errors of metabolism	53	1.75	0.13	0.98	53	0.5
PT108	1. Patient Care Problems: Neurology: Vascular malformation	79	1.75	0.08	0.74	25	0.8
PT123	1. Patient Care Problems: Gastrointestinal: Pancreatitis	87	1.75	0.08	0.78	13	0.9

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT209	2. Skills and Procedures: Pulmonary: Assist with bronchoscopy	40	1.75	0.12	0.78	60	0.4
PT317	3. PED Competencies: Standard 5B. Health Teaching and Health Promotion: Engages consumer alliances and advocacy groups, when appropriate, in health teaching and health promotion activities related to the health and welfare of children and families.	76	1.75	0.09	0.80	13	0.9
PT169	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Anxiety disorders (e.g., PTSD, OCD, fears, phobias)	83	1.76	0.09	0.79	17	0.8
PT176	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Learning disabilities and disorders	85	1.76	0.09	0.80	15	0.9
PT179	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Mood disorders (e.g., depression)	83	1.76	0.08	0.71	17	0.8
PT203	2. Skills and Procedures: Cardiovascular: Manage transcutaneous (external) pacemakers	41	1.76	0.12	0.80	59	0.4
PT271	2. Skills and Procedures: Wellness: Perform developmental screening and/or examinations	49	1.76	0.12	0.85	49	0.5
PT274	2. Skills and Procedures: Wellness: Perform vulnerable population risk screening and/or examination	46	1.76	0.11	0.77	52	0.5
PT386	3. PED Competencies: Standard 16. Environmental Health: Supports nurses in advocating for and implementing environmental principles in pediatric nursing practice.	71	1.76	0.09	0.73	13	0.8
PT001	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Advanced care planning	60	1.77	0.13	0.98	49	0.6
PT066	1. Patient Care Problems: Endocrine: Syndrome of inappropriate secretion of antidiuretic hormone (SIADH)	52	1.77	0.14	0.98	54	0.5
PT165	1. Patient Care Problems: Multisystem: Toxic exposure (acute and chronic)	69	1.77	0.10	0.83	31	0.7
PT182	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Self-harm	75	1.77	0.09	0.78	25	0.8

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT235	2. Skills and Procedures: Neurology: Perform brain death examination	22	1.77	0.16	0.75	76	0.2
PT263	2. Skills and Procedures: Multisystem: Prescribe durable medical equipment	35	1.77	0.12	0.73	62	0.4
PT107	1. Patient Care Problems: Neurology: Stroke	75	1.79	0.09	0.78	29	0.7
PT120	1. Patient Care Problems: Gastrointestinal: Liver disease (e.g., hepatitis, hepatic failure)	76	1.79	0.09	0.75	24	0.8
PT081	1. Patient Care Problems: Hematology/Immunology/Oncology: Autoimmune diseases	92	1.80	0.08	0.76	14	0.9
PT171	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Autism and autism spectrum disorders	89	1.80	0.09	0.81	11	0.9
PT262	2. Skills and Procedures: Multisystem: Manage targeted temperature therapies	56	1.80	0.10	0.72	41	0.6
PT265	2. Skills and Procedures: Behavioral: De- escalation techniques (e.g., crisis prevention)	75	1.80	0.09	0.77	22	0.8
PT075	1. Patient Care Problems: Musculoskeletal: Sports injuries	75	1.81	0.09	0.77	31	0.7
PT230	2. Skills and Procedures: Neurology: Manage cerebral oxygenation monitoring devices	38	1.82	0.12	0.77	60	0.4
PT231	2. Skills and Procedures: Neurology: Manage epidural ICP monitoring devices	33	1.82	0.13	0.77	65	0.3
PT051	1. Patient Care Problems: Pulmonary: Pulmonary hemorrhage	53	1.83	0.14	0.99	53	0.5
PT087	1. Patient Care Problems: Hematology/Immunology/Oncology: Hyperbilirubinemia	90	1.83	0.08	0.80	16	0.8
PT178	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Medical nonadherence	93	1.83	0.08	0.73	7	0.9
PT187	2. Skills and Procedures: Cardiovascular: Determine lead selection for ECGs	69	1.83	0.09	0.79	31	0.7
PT105	1. Patient Care Problems: Neurology: Space-occupying lesions	76	1.84	0.09	0.77	28	0.7
PT132	1. Patient Care Problems: Renal/Genitourinary: Infections (e.g., UTI, PID, STDs)	83	1.84	0.08	0.77	16	0.8
PT074	1. Patient Care Problems: Musculoskeletal: Spinal disease (e.g., scoliosis, kyphosis, disc disease)	79	1.85	0.08	0.74	27	0.7

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT091	1. Patient Care Problems: Hematology/Immunology/Oncology: Sickle cell disease	87	1.85	0.08	0.77	19	0.8
PT382	3. PED Competencies: Standard 16. Environmental Health: Creates partnerships that promote sustainable environmental health policies and conditions.	74	1.85	0.08	0.72	10	0.9
PT389	3. PED Competencies: Standard 17. Advocacy: Uses relevant policy specific to children to direct appropriate patient care and to eliminate financial and legislative restrictions that limit access to health care.	81	1.85	0.09	0.82	4	1.0
PT069	1. Patient Care Problems: Musculoskeletal: Functional issues (e.g., immobility, debility, falls, gait disorders, myopathies)	56	1.86	0.13	1.00	50	0.5
PT102	1. Patient Care Problems: Neurology: Neurologic infectious diseases	79	1.86	0.09	0.81	25	0.8
PT247	2. Skills and Procedures: Renal/Genitourinary: Manage tunneled dialysis catheters	42	1.86	0.11	0.72	56	0.4
PT008	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Immunizations/vaccinations	53	1.87	0.14	1.00	57	0.5
PT106	1. Patient Care Problems: Neurology: Spinal cord injury	69	1.87	0.10	0.80	35	0.7
PT082	1. Patient Care Problems: Hematology/Immunology/Oncology: Bleeding disorders	97	1.88	0.07	0.71	9	0.9
PT170	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Attention Deficit Hyperactivity Disorder	82	1.88	0.09	0.81	18	0.8
PT278	3. PED Competencies: Standard 1. Assessment: Screens for evidence-based risk factors (e.g., unsupervised after school, abuse, bullying, and relationships with peers and siblings).	73	1.88	0.10	0.82	22	0.8
PT019	1. Patient Care Problems: Cardiovascular: Acute inflammatory disease (e.g., myocarditis, endocarditis, pericarditis)	56	1.89	0.13	1.00	52	0.5
PT058	1. Patient Care Problems: Endocrine: Diabetes mellitus	61	1.89	0.13	1.00	45	0.6

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT092	1. Patient Care Problems: Hematology/Immunology/Oncology: Venous thromboembolism	91	1.89	0.08	0.80	15	0.9
PT109	1. Patient Care Problems: Gastrointestinal: Abdominal trauma	66	1.89	0.10	0.84	35	0.7
PT116	1. Patient Care Problems: Gastrointestinal: GI motility disorders (congenital and acquired)	91	1.89	0.08	0.78	9	0.9
PT185	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Suicidal behavior	71	1.89	0.10	0.82	29	0.7
PT244	2. Skills and Procedures: Renal/Genitourinary: Manage non-tunneled dialysis catheters	46	1.89	0.10	0.71	52	0.5
PT021	1. Patient Care Problems: Cardiovascular: Cardiac tamponade	51	1.90	0.14	1.01	55	0.5
PT172	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Delirium	67	1.90	0.10	0.84	33	0.7
PT054	1. Patient Care Problems: Pulmonary: Thoracic and pulmonary trauma and injuries	55	1.91	0.14	1.01	50	0.5
PT061	1. Patient Care Problems: Endocrine: Hyperglycemia	46	1.91	0.15	1.01	60	0.4
PT094	1. Patient Care Problems: Neurology: Cerebral salt wasting	58	1.91	0.11	0.80	46	0.6
PT311	3. PED Competencies: Standard 5A. Coordination of Care: Makes referrals to other healthcare providers and community service agencies as appropriate to meet the needs of the child with consideration of benefits and costs.	76	1.91	0.10	0.85	14	0.8
PT405	4. Core Competencies: A. Direct Care Competency: Prescribe: diagnostic measures	33	1.91	0.15	0.84	51	0.4
PT077	1. Patient Care Problems: Musculoskeletal: Traumatic fractures	77	1.92	0.09	0.77	29	0.7
PT121	1. Patient Care Problems: Gastrointestinal: Malnutrition	90	1.92	0.08	0.72	10	0.9
PT309	3. PED Competencies: Standard 5A. Coordination of Care: Negotiates health-related services and additional specialized care with the child, family, appropriate systems, agencies, and providers across continuums of care.	79	1.92	0.09	0.83	11	0.9

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT055	1. Patient Care Problems: Pulmonary: Thoracic surgery (e.g., lung contusions, fractured ribs, hemothorax, lung reduction surgery, pneumonectomy, lobectomy, tracheal surgery)	51	1.94	0.14	1.01	55	0.5
PT079	1. Patient Care Problems: Hematology/Immunology/Oncology: Anemia	99	1.94	0.07	0.68	7	0.9
PT168	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Agitation	89	1.94	0.08	0.76	11	0.9
PT234	2. Skills and Procedures: Neurology: Manage subdural ICP monitoring devices	35	1.94	0.14	0.80	63	0.4
PT270	2. Skills and Procedures: Wellness: Interpret anthropometric measurements	34	1.94	0.14	0.81	64	0.3
PT110	1. Patient Care Problems: Gastrointestinal: Bowel infarction/obstruction/perforation	93	1.95	0.09	0.83	8	0.9
PT273	2. Skills and Procedures: Wellness: Perform physical health screening and/or examinations	39	1.95	0.14	0.86	59	0.4
PT312	3. PED Competencies: Standard 5A. Coordination of Care: Ensures continuity of care throughout the healthcare referral process by implementing recommendations from referral sources.	79	1.95	0.10	0.85	11	0.9
PT103	1. Patient Care Problems: Neurology: Neuromuscular disorders	85	1.96	0.08	0.78	19	0.8
PT117	1. Patient Care Problems: Gastrointestinal: GI surgeries	85	1.96	0.08	0.75	14	0.9
PT003	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Care transition	60	1.97	0.13	1.01	50	0.5
PT267	2. Skills and Procedures: Behavioral: Manage patient in restraints	69	1.97	0.10	0.84	27	0.7
PT062	1. Patient Care Problems: Endocrine: Hypoglycemia	49	1.98	0.14	1.01	56	0.5
PT088	1. Patient Care Problems: Hematology/Immunology/Oncology: Myelosuppression (i.e., neutropenia, thrombocytopenia)	89	1.98	0.08	0.72	16	0.8
PT177	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Maltreatment (e.g., abuse and neglect)	82	1.98	0.08	0.75	18	0.8

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT213	2. Skills and Procedures: Pulmonary: Initiate mechanical ventilation	47	1.98	0.11	0.74	52	0.5
PT324	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Provides information to the family regarding agents the child should refrain from taking because of potential adverse effects on the child.	57	1.98	0.11	0.81	33	0.6
PT086	1. Patient Care Problems: Hematology/Immunology/Oncology: Hematologic and solid tumors	84	1.99	0.09	0.78	22	0.8
PT113	1. Patient Care Problems: Gastrointestinal: Gastrointestinal Infectious disorders	85	1.99	0.08	0.73	15	0.9
PT096	1. Patient Care Problems: Neurology: Encephalopathy	88	2.00	0.08	0.77	16	0.8
PT199	2. Skills and Procedures: Cardiovascular: Manage epicardial pacemakers	35	2.00	0.14	0.84	65	0.4
PT220	2. Skills and Procedures: Hematology/Immunology/Oncology: Manage chemotherapy/ biotherapy	35	2.00	0.15	0.91	65	0.4
PT326	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Monitors current issues related to pharmacological agents, including off-label use and pediatric safe dosage for medications indicated for adults.	58	2.00	0.10	0.77	32	0.6
PT403	4. Core Competencies: A. Direct Care Competency: Prescribe: pharmacologic interventions	25	2.00	0.18	0.91	59	0.3
PT407	4. Core Competencies: A. Direct Care Competency: Prescribe: treatments	39	2.00	0.13	0.79	44	0.5
PT085	1. Patient Care Problems: Hematology/Immunology/Oncology: Congenital and acquired immunosuppression	94	2.01	0.08	0.77	12	0.9
PT114	1. Patient Care Problems: Gastrointestinal: GI abnormalities (congenital and acquired)	90	2.01	0.07	0.71	10	0.9
PT276	3. PED Competencies: Standard 1. Assessment: Conducts comprehensive physical, mental health, and developmental assessments.	82	2.01	0.09	0.78	13	0.9

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT388	3. PED Competencies: Standard 17. Advocacy: Advocates for unrestricted access to quality, cost-effective care within healthcare agencies for children and families.	80	2.01	0.09	0.82	5	0.9
PT232	2. Skills and Procedures: Neurology: Manage intraventricular ICP monitoring devices	44	2.02	0.11	0.76	54	0.4
PT047	1. Patient Care Problems: Pulmonary: Exacerbation of chronic lung disease	52	2.04	0.14	1.01	54	0.5
PT149	1. Patient Care Problems: Multisystem: Distributive shock (e.g., anaphylaxis, neurogenic)	84	2.04	0.09	0.86	16	0.8
PT166	1. Patient Care Problems: Multisystem: Toxic ingestions and inhalations	71	2.04	0.10	0.80	29	0.7
PT242	2. Skills and Procedures: Gastrointestinal: Manage PEG/JT/drainage catheters (e.g.,, IR drains, biliary drains)	69	2.04	0.10	0.79	29	0.7
PT329	3. PED Competencies: Standard 6. Evaluation: Synthesizes results of the evaluation to determine the effect of the plan on children, providers, families, groups, communities, and institutions.	82	2.04	0.08	0.74	6	0.9
PT391	4. Core Competencies: A. Direct Care Competency: Conducts comprehensive, holistic wellness and illness assessments using known or innovative evidence-based techniques, tools, and direct and indirect methods.	78	2.04	0.09	0.80	5	0.9
PT100	1. Patient Care Problems: Neurology: Intracranial hypertension	79	2.05	0.09	0.77	25	0.8
PT215	2. Skills and Procedures: Pulmonary: Manage chest tubes	77	2.05	0.09	0.78	23	0.8
PT261	2. Skills and Procedures: Multisystem: Manage pharmaceutical interventions	63	2.05	0.09	0.73	34	0.6
PT394	4. Core Competencies: A. Direct Care Competency: Assesses the effects of interactions among the individual, family, community, and social systems on health and illness.	80	2.05	0.09	0.76	3	1.0
PT098	1. Patient Care Problems: Neurology: Hydrocephalus	88	2.06	0.09	0.81	16	0.8
PT192	2. Skills and Procedures: Cardiovascular: Interpret ECG rhythms	71	2.06	0.08	0.69	29	0.7

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT241	2. Skills and Procedures: Gastrointestinal: Manage PEG tube	80	2.06	0.09	0.83	18	0.8
PT319	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Prescribes appropriate non-pharmacological interventions, including complementary and alternative therapies.	54	2.06	0.11	0.83	36	0.6
PT322	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Provides the child (if age or developmentally appropriate) and family with information about diagnostic and laboratory results, as well as effects and potential adverse effects of proposed prescriptive therapies.	57	2.07	0.11	0.80	32	0.6
PT406	4. Core Competencies: A. Direct Care Competency: Prescribe: equipment	41	2.07	0.12	0.75	43	0.5
PT468	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Promotes the role and scope of practice of the CNS to legislators, regulators, other health care providers, and the public: Communicates information that promotes nursing, the role of the CNS and outcomes of nursing and CNS practice through the use of the media, advanced technologies, and community networks.	74	2.07	0.10	0.83	9	0.9
PT080	1. Patient Care Problems: Hematology/Immunology/Oncology: Anticoagulation	96	2.08	0.08	0.76	10	0.9
PT245	2. Skills and Procedures: Renal/Genitourinary: Manage renal replacement therapies	39	2.08	0.12	0.74	59	0.4
PT310	3. PED Competencies: Standard 5A. Coordination of Care: Discusses referrals with the child (if age appropriate) and family.	80	2.08	0.08	0.76	10	0.9
PT323	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Selects pharmacological and non-pharmacological treatments based on an evaluation of therapeutic and potential adverse effects.	40	2.08	0.13	0.83	49	0.4

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT469	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Advocates for the CNS/APRN role and for positive legislative response to issues affecting nursing practice.	72	2.08	0.10	0.83	10	0.9
PT032	1. Patient Care Problems: Cardiovascular: Pulmonary edema	53	2.09	0.14	1.01	55	0.5
PT089	1. Patient Care Problems: Hematology/Immunology/Oncology: Organ and tissue transplantation and associated problems	89	2.09	0.09	0.83	17	0.8
PT154	1. Patient Care Problems: Multisystem: Hypoxic ischemic encephalopathy	75	2.09	0.10	0.84	23	0.8
PT157	1. Patient Care Problems: Multisystem: Multisystem trauma	65	2.09	0.11	0.88	35	0.7
PT158	1. Patient Care Problems: Multisystem: Near-drowning	68	2.09	0.10	0.84	32	0.7
PT294	3. PED Competencies: Standard 4. Planning: Documents the comprehensive plan of care in a manner that allows access by the child, family, and healthcare providers, as appropriate, and provides direction for the family and healthcare team as they focus on attaining expected outcomes.	83	2.10	0.09	0.79	10	0.9
PT099	1. Patient Care Problems: Neurology: Intracerebral hemorrhage	88	2.11	0.09	0.81	16	0.8
PT198	2. Skills and Procedures: Cardiovascular: Manage cardiac assist devices (e.g., RVAD, BVAD, LVAD, ECMO)	37	2.11	0.13	0.81	63	0.4
PT264	2. Skills and Procedures: Multisystem: Provide nonpharmacological interventions	83	2.11	0.08	0.72	14	0.9
PT314	3. PED Competencies: Standard 5B. Health Teaching and Health Promotion: Synthesizes empirical evidence about risk behaviors, learning theories, behavioral change theories, motivational theories, epidemiology, genetics, culture, and other related theories and frameworks when designing health education information and programs.	84	2.11	0.09	0.79	5	0.9

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT325	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Provides the child (if age or developmentally appropriate) and family with information about costs, alternative treatments, and procedures as appropriate.	45	2.11	0.12	0.80	45	0.5
PT335	3. PED Competencies: Standard 7. Ethics: Informs the child (as appropriate) and family of the risks, benefits, and outcomes of healthcare regimens to support informed decision making by the child and family.	82	2.11	0.09	0.82	6	0.9
PT467	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Advocates for equitable patient care by: Participating in organizational, local, state, national, or international level of policy-making activities for issues related to their expertise, Evaluating the impact of legislative and regulatory policies as they apply to nursing practice and patient or population outcomes	72	2.11	0.10	0.81	11	0.9
PT308	3. PED Competencies: Standard 5A. Coordination of Care: Coordinates system and community resources to achieve optimal quality of care, delivered in a cost-effective manner within an interprofessional team approach.	82	2.12	0.09	0.82	7	0.9
PT328	3. PED Competencies: Standard 6. Evaluation: Evaluates diagnosis accuracy and the effectiveness of interventions and other variables in relation to the child's attainment of expected outcomes.	82	2.12	0.09	0.78	6	0.9
PT216	2. Skills and Procedures: Pulmonary: Manage mechanical ventilation	61	2.13	0.10	0.78	39	0.6
PT327	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Orders appropriate medications and treatments utilizing evidence based guidelines and protocols.	32	2.13	0.16	0.91	58	0.4

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT459	4. Core Competencies: F. Research Competency: 3. Conduct of Research: Participates in conduct and implementation of research which includes one or more of the following: Identification of questions for clinical inquiry, Conduct of literature reviews, Study design and implementation, Data collection,	76	2.13	0.10	0.84	6	0.9
PT279	3. PED Competencies: Standard 1. Assessment: Initiates and interprets age-appropriate and condition-specific laboratory tests and diagnostic procedures.	73	2.14	0.09	0.77	22	0.8
PT041	1. Patient Care Problems: Pulmonary: ARDS/ALI	52	2.15	0.14	1.00	54	0.5
PT084	1. Patient Care Problems: Hematology/Immunology/Oncology: Coagulopathies	97	2.15	0.08	0.75	9	0.9
PT112	1. Patient Care Problems: Gastrointestinal: Gastro-esophageal reflux	92	2.15	0.08	0.78	8	0.9
PT188	2. Skills and Procedures: Cardiovascular: Direct cardiopulmonary resuscitation	72	2.15	0.10	0.82	28	0.7
PT210	2. Skills and Procedures: Pulmonary: Assist with intubation	68	2.15	0.10	0.82	32	0.7
PT217	2. Skills and Procedures: Pulmonary: Manage nasal/facial CPAP/BIPAP/hi-flow nasal cannula	71	2.15	0.09	0.77	29	0.7
PT387	3. PED Competencies: Standard 17. Advocacy: Advances the profession through enhancing public awareness and health professional familiarity with the advanced practice pediatric nursing role and scope of practice.	78	2.15	0.08	0.74	7	0.9
PT307	3. PED Competencies: Standard 5A. Coordination of Care: Provides case management and clinical coordination of care using advanced data synthesis with consideration of the child's and family's complex needs and desired outcomes.	82	2.16	0.09	0.81	8	0.9

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT390	3. PED Competencies: Standard 17. Advocacy: Serves as an advocate for the unique needs of children and families within the healthcare system, including facilitating transitions across varying healthcare settings and the home.	83	2.16	0.08	0.76	2	1.0
PT015	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Safe sleep	70	2.17	0.12	0.99	40	0.6
PT028	1. Patient Care Problems: Cardiovascular: Heart failure (acute and chronic)	48	2.17	0.14	1.00	59	0.4
PT151	1. Patient Care Problems: Multisystem: Failure to thrive	94	2.17	0.08	0.73	6	0.9
PT269	2. Skills and Procedures: Wellness: Implement acute and chronic pain prevention strategies	75	2.17	0.09	0.74	22	0.8
PT354	3. PED Competencies: Standard 12. Leadership: Influences decision-making bodies to improve child health care, health services, and policies locally, regionally, nationally, and internationally.	82	2.17	0.08	0.77	5	0.9
PT281	3. PED Competencies: Standard 2. Diagnosis: Systematically compares and contrasts clinical findings with normal and abnormal variations and developmental events in formulating a differential diagnosis that encompasses anatomical, physiological, motor, cognitive, developmental, psychological, and social behavior across the pediatric lifespan.	83	2.18	0.08	0.77	12	0.9
PT373	3. PED Competencies: Standard 15. Resource Utilization: Develops innovative solutions for child healthcare problems that address effective resource utilization and maintenance of quality.	85	2.18	0.08	0.76	1	1.0
PT374	3. PED Competencies: Standard 15. Resource Utilization: Develops evaluation strategies to demonstrate cost efficiency and effectiveness associated with pediatric nursing practice.	83	2.18	0.08	0.73	3	1.0

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT313	3. PED Competencies: Standard 5B. Health Teaching and Health Promotion: Employs diverse and complex strategies, interventions, and teaching with the child and family to promote, maintain, restore, and improve health and to prevent illness and injury.	85	2.19	0.08	0.75	4	1.0
PT315	3. PED Competencies: Standard 5B. Health Teaching and Health Promotion: Bases anticipatory guidance and teaching on current scientific knowledge, research, epidemiological principles, and the family's health beliefs and practices.	85	2.19	0.08	0.76	4	1.0
PT320	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Prescribes pharmacologic agents based on current knowledge of pharmacogenetics, genomics, and physiological principles that are both universal and unique to the care of children at each stage in their development.	26	2.19	0.16	0.80	63	0.3
PT321	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Prescribes specific pharmacological agents and treatments based on clinical indicators, the child's status and needs, and results of diagnostic and laboratory tests.	26	2.19	0.16	0.80	64	0.3
PT372	3. PED Competencies: Standard 15. Resource Utilization: Utilizes organizational and community resources to formulate interprofessional plans of care.	84	2.19	0.07	0.67	2	1.0
PT404	4. Core Competencies: A. Direct Care Competency: Prescribe: non-pharmacologic interventions	54	2.19	0.11	0.80	30	0.6
PT436	4. Core Competencies: D. Collaboration Competency: Facilitates intra-agency and inter-agency communication.	81	2.19	0.09	0.78	2	1.0

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT292	3. PED Competencies: Standard 4. Planning: Formulates the comprehensive plan of care, including educational interventions related to the child's health status, conventional and alternative therapies, self-care activities, and coordination of comprehensive services to ensure continuity of care.	88	2.20	0.08	0.76	6	0.9
PT398	4. Core Competencies: A. Direct Care Competency: Prioritizes differential diagnoses to reflect those conditions most relevant to signs, symptoms and patterns amenable to CNS interventions.	80	2.20	0.08	0.75	4	1.0
PT009	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Injury prevention (e.g., shaken baby, helmets, car seats, environmental modification, gun safety)	63	2.21	0.12	0.99	47	0.6
PT039	1. Patient Care Problems: Pulmonary: Air-leak syndromes (e.g., pneumothorax, pulmonary interstitial emphysema pneumopericardium, pneumomediastinum)	48	2.21	0.14	0.99	58	0.5
PT070	1. Patient Care Problems: Musculoskeletal: Infections (e.g., necrotizing fasciitis, osteomyelitis)	56	2.21	0.13	0.99	50	0.5
PT122	1. Patient Care Problems: Gastrointestinal: Nausea/Vomiting	95	2.21	0.08	0.78	5	1.0
PT282	3. PED Competencies: Standard 2. Diagnosis: Utilizes complex data and information obtained during interview, examination, and diagnostic procedures in identifying diagnoses.	77	2.21	0.08	0.73	18	0.8
PT392	4. Core Competencies: A. Direct Care Competency: Obtains data about context and etiologies (including both non-disease and disease-related factors) necessary to formulate differential diagnoses and plans of care, and to identify and evaluate of outcomes.	71	2.21	0.08	0.70	12	0.9
PT460	4. Core Competencies: F. Research Competency: 3. Conduct of Research: Dissemination of findings	73	2.21	0.09	0.74	7	0.9

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT024	1. Patient Care Problems: Cardiovascular: Cardiomyopathies (e.g., hypertrophic, dilated, restrictive, idiopathic)	54	2.22	0.13	0.98	54	0.5
PT050	1. Patient Care Problems: Pulmonary: Pleural effusion	49	2.22	0.14	0.98	57	0.5
PT257	2. Skills and Procedures: Integumentary: Manage wound care	77	2.22	0.08	0.74	21	0.8
PT284	3. PED Competencies: Standard 2. Diagnosis: Interprets age-, developmental-, and situational-appropriate screening and analytic studies essential in the diagnosis and management of the child with a health condition.	82	2.22	0.08	0.72	12	0.9
PT293	3. PED Competencies: Standard 4. Planning: Identifies the need for and initiates appropriate referrals to healthcare professionals to support the comprehensive plan of care.	87	2.22	0.08	0.74	6	0.9
PT306	3. PED Competencies: Standard 5A. Coordination of Care: Delegates appropriate activities according to the condition of the child and the relative skill and scope of practice of the caregiver.	86	2.22	0.08	0.74	4	1.0
PT376	3. PED Competencies: Standard 15. Resource Utilization: Promotes activities that help others learn about benefits, risks, and costs of the plan of care.	82	2.22	0.08	0.70	4	1.0
PT408	4. Core Competencies: A. Direct Care Competency: Provides direct care to selected patients based on the needs of the patient and the CNS's specialty knowledge and skills	78	2.22	0.08	0.75	5	0.9
PT027	1. Patient Care Problems: Cardiovascular: Dysrhythmias	57	2.23	0.13	0.98	51	0.5
PT042	1. Patient Care Problems: Pulmonary: Aspiration	60	2.23	0.13	0.98	45	0.6
PT059	1. Patient Care Problems: Endocrine: Diabetic ketoacidosis/hyperglycemic hyperosmolar syndrome (HHS)	57	2.23	0.13	0.98	49	0.5
PT095	1. Patient Care Problems: Neurology: Congenital neurological abnormalities	88	2.23	0.08	0.75	16	0.8

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT318	3. PED Competencies: Standard 5D. Prescriptive Authority and Treatment: Prescribes evidence-based treatments, therapies, and procedures considering the child's comprehensive healthcare needs and based on current pediatric knowledge, research, and practice.	43	2.23	0.13	0.84	47	0.5
PT396	4. Core Competencies: A. Direct Care Competency: Assesses the impact of environmental/system factors on care.	81	2.23	0.08	0.75	3	1.0
PT466	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Facilitates patient and family understanding of the risks, benefits, and outcomes of proposed healthcare regimen to promote informed decision making.	79	2.23	0.09	0.77	4	1.0
PT104	1. Patient Care Problems: Neurology: Seizure disorders	99	2.24	0.07	0.74	5	1.0
PT140	1. Patient Care Problems: Integumentary: IV infiltration and extravasation	89	2.24	0.08	0.78	11	0.9
PT194	2. Skills and Procedures: Cardiovascular: Interpret hemodynamic values	71	2.24	0.08	0.71	29	0.7
PT330	3. PED Competencies: Standard 6. Evaluation: Adapts the plan of care according to the evaluation of the child's response.	83	2.24	0.08	0.71	5	0.9
PT093	1. Patient Care Problems: Neurology: Brain death	80	2.25	0.09	0.79	24	0.8
PT143	1. Patient Care Problems: Integumentary: Wounds (surgical and non-surgical)	95	2.25	0.07	0.71	5	1.0
PT381	3. PED Competencies: Standard 15. Resource Utilization: Secures organizational resources to ensure a work environment conducive to completing the identified plan of care and outcomes.	84	2.25	0.08	0.71	1	1.0
PT393	4. Core Competencies: A. Direct Care Competency: Employs evidence-based clinical practice guidelines to guide screening and diagnosis.	77	2.25	0.08	0.71	7	0.9
PT437	4. Core Competencies: E. Coaching Competency: Coaches patients and families to help them navigate the healthcare system.	81	2.25	0.08	0.73	2	1.0

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT195	2. Skills and Procedures: Cardiovascular: Interpret non-invasive hemodynamic values	70	2.26	0.08	0.70	30	0.7
PT432	4. Core Competencies: D. Collaboration Competency: Assesses the quality and effectiveness of interdisciplinary, intra-agency, and inter-agency communication and collaboration.	80	2.26	0.07	0.67	3	1.0
PT124	1. Patient Care Problems: Renal/Genitourinary: Acute kidney injury	78	2.27	0.09	0.77	22	0.8
PT439	4. Core Competencies: E. Coaching Competency: Provides education to individuals, families, groups and communities to promote knowledge, understanding and optimal functioning across the wellness-illness continuum.	81	2.27	0.09	0.77	2	1.0
PT445	4. Core Competencies: E. Coaching Competency: Provides leadership in conflict management and negotiation to address problems in the healthcare system.	82	2.27	0.08	0.75	1	1.0
PT174	1. Patient Care Problems: Psychosocial, Behavioral and Cognitive Health Issues: Developmental issues	96	2.28	0.07	0.72	3	1.0
PT240	2. Skills and Procedures: Gastrointestinal: Manage feeding tubes	88	2.28	0.08	0.77	10	0.9
PT298	3. PED Competencies: Standard 5. Implementation: Facilitates utilization of systems and community resources to implement the plan of care.	88	2.28	0.08	0.74	3	1.0
PT428	4. Core Competencies: C: Systems Leadership Competency: Considers fiscal and budgetary implications in decision making regarding practice and system modifications: Evaluates use of products and services for appropriateness and cost/benefit in meeting care needs, Conducts cost/benefit analysis of new clinical technologies, Evaluates impact of introduction or withdrawal of products, services, and technologies	83	2.28	0.08	0.75	1	1.0
PT097	1. Patient Care Problems: Neurology: Head and brain trauma/injury	80	2.29	0.09	0.77	23	0.8

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT305	3. PED Competencies: Standard 5A. Coordination of Care: Synthesizes data and information to prescribe necessary system and community support measures, including modifications of surroundings.	89	2.29	0.08	0.76	2	1.0
PT316	3. PED Competencies: Standard 5B. Health Teaching and Health Promotion: Collaborates with the interprofessional team to provide the child (if age appropriate) and family with information regarding interventions, including potential benefits, risks, complications, and alternatives.	86	2.29	0.08	0.75	3	1.0
PT336	3. PED Competencies: Standard 7. Ethics: Makes decisions and initiates actions on behalf of children and their families in an ethical manner, taking into consideration the values of the child and family.	82	2.29	0.08	0.76	6	0.9
PT377	3. PED Competencies: Standard 15. Resource Utilization: Initiates ongoing activities to analyze patient care systems in an effort to improve the quality of care provided to children and their families.	84	2.29	0.08	0.74	2	1.0
PT012	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Pain prevention and management (e.g., needle stick, chronic pain syndromes)	74	2.30	0.11	0.96	35	0.7
PT141	1. Patient Care Problems: Integumentary: Pressure ulcers (community or hospital acquired)	88	2.30	0.08	0.73	12	0.9
PT378	3. PED Competencies: Standard 15. Resource Utilization: Uses aggregate data, in collaboration with others, to develop or revise systems to avoid duplication of or gaps in service.	83	2.30	0.08	0.71	3	1.0
PT413	4. Core Competencies: A. Direct Care Competency: Leads development of evidence-based plans for meeting individual, family, community, and population needs.	82	2.30	0.08	0.76	2	1.0

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT463	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Facilitates resolution of ethical conflicts: Identifies ethical implications of complex care situations, Considers the impact of scientific advances, cost, clinical effectiveness, patient and family values and preferences, and other external influences., Applies ethical principles to resolving concerns across the three spheres of influence	82	2.30	0.08	0.70	1	1.0
PT020	1. Patient Care Problems: Cardiovascular: Cardiac surgery	58	2.31	0.13	0.96	50	0.5
PT277	3. PED Competencies: Standard 1. Assessment: Analyzes the family system to identify factors that might influence the health of the child and family.	89	2.31	0.07	0.68	6	0.9
PT337	3. PED Competencies: Standard 7. Ethics: Ensures informed consent or age-appropriate assent for procedures, treatment, and research, as appropriate.	81	2.31	0.09	0.78	7	0.9
PT367	3. PED Competencies: Standard 13. Collaboration: Documents plan-of-care communications, rationales for plan-of care changes, and collaborative discussions to improve child health outcomes.	83	2.31	0.08	0.71	4	1.0
PT400	4. Core Competencies: A. Direct Care Competency: Designs strategies, including advanced nursing therapies, to meet the multifaceted needs of complex patients and groups of patients.	81	2.31	0.07	0.61	2	1.0
PT036	1. Patient Care Problems: Pulmonary: Acute lung injury (ALI) (e.g., ARDS)	47	2.32	0.14	0.96	58	0.4
PT283	3. PED Competencies: Standard 2. Diagnosis: Assists staff in developing and maintaining competency in the diagnostic process.	84	2.32	0.07	0.68	11	0.9
PT380	3. PED Competencies: Standard 15. Resource Utilization: Develops innovative solutions and applies strategies to obtain appropriate resources for nursing initiatives.	84	2.32	0.08	0.71	2	1.0
PT248	2. Skills and Procedures: Renal/Genitourinary: Perform pelvic exams	3	2.33	0.67	1.15	95	0.0

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT375	3. PED Competencies: Standard 15. Resource Utilization: Develops evaluation methods to measure patient safety and effectiveness for interventions and outcomes.	85	2.33	0.08	0.70	1	1.0
PT399	4. Core Competencies: A. Direct Care Competency: Selects interventions that may include, but are not limited to: Application of advanced nursing therapies, Initiation of interdisciplinary team meetings, consultations and other communications to benefit patient care, Management of patient medications, clinical procedures and other interventions, Psychosocial support including patient counseling and spiritual interventions	82	2.33	0.07	0.67	2	1.0
PT431	4. Core Competencies: C: Systems Leadership Competency: Disseminates outcomes of system-level change internally and externally	84	2.33	0.08	0.73	0	1.0
PT430	4. Core Competencies: C: Systems Leadership Competency: Evaluates impact of CNS and other nursing practice on systems of care using nurse-sensitive outcomes	83	2.34	0.08	0.75	1	1.0
PT162	1. Patient Care Problems: Multisystem: Post resuscitation care	79	2.35	0.08	0.73	21	0.8
PT441	4. Core Competencies: E. Coaching Competency: Contributes to the advancement of the profession as a whole by disseminating outcomes of CNS practice through presentations and publications.	81	2.35	0.08	0.76	2	1.0
PT052	1. Patient Care Problems: Pulmonary: Pulmonary hypertension	47	2.36	0.14	0.94	58	0.4
PT083	1. Patient Care Problems: Hematology/Immunology/Oncology: Blood and blood-product administration	98	2.36	0.08	0.76	8	0.9
PT150	1. Patient Care Problems: Multisystem: End of life issues	89	2.36	0.08	0.77	11	0.9
PT160	1. Patient Care Problems: Multisystem: Palliative care issues	88	2.36	0.08	0.79	12	0.9

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT340	3. PED Competencies: Standard 7. Ethics: Advocates for a process of ongoing ethical inquiry into patient care practices where varying perspectives are acknowledged and validated.	85	2.36	0.08	0.70	3	1.0
PT420	4. Core Competencies: C: Systems Leadership Competency: Performs system level assessments to identify variables that influence nursing practice and outcomes, including but not limited to: Population variables, Environment, System of health care delivery, Regulatory requirements, Internal and external political influences/stability, Health care financing, Recurring practices that enhance or compromise patient or system outcomes.	83	2.36	0.08	0.73	1	1.0
PT465	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Facilitates interdisciplinary teams to address ethical concerns, risks or considerations, benefits and outcomes of patient care.	80	2.36	0.07	0.64	2	1.0
PT144	1. Patient Care Problems: Multisystem: Acid/base imbalances	91	2.37	0.07	0.71	9	0.9
PT290	3. PED Competencies: Standard 4. Planning: Devises a comprehensive plan of care that reflects the responsibilities of the advanced practice registered nurse, child, and family and may include delegation of activities.	89	2.37	0.07	0.66	5	0.9
PT339	3. PED Competencies: Standard 7. Ethics: Contributes to the creation of individual and system responses to the resolution of ethical dilemmas.	84	2.37	0.08	0.72	4	1.0
PT412	4. Core Competencies: A. Direct Care Competency: Differentiates between outcomes that require care process modification at the individual patient level and those that require modification at the system level.	83	2.37	0.08	0.69	1	1.0
PT164	1. Patient Care Problems: Multisystem: Systemic inflammatory response syndrome (SIRS)/sepsis/severe sepsis/septic shock/MODS	87	2.38	0.08	0.75	13	0.9

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT438	4. Core Competencies: E. Coaching Competency: Designs health information and patient education appropriate to the patient's developmental level, health literacy level, learning needs, readiness to learn, and cultural values and beliefs.	79	2.38	0.08	0.70	4	1.0
PT346	3. PED Competencies: Standard 9. Evidence-based Practice and Research: Contributes to nursing knowledge by conducting or synthesizing research that discovers, examines, and evaluates knowledge, theories, criteria, and creative approaches to improve healthcare practice and outcomes.	85	2.39	0.08	0.77	3	1.0
PT356	3. PED Competencies: Standard 12. Leadership: Promotes advanced practice nursing and role development by interpreting its role for patients, families, and the community.	87	2.39	0.08	0.72	0	1.0
PT379	3. PED Competencies: Standard 15. Resource Utilization: Advocates for the elimination of barriers to care and supports the optimal level of care for the child and family.	83	2.39	0.07	0.62	3	1.0
PT295	3. PED Competencies: Standard 4. Planning: Selects or designs strategies to meet the multifaceted needs of the complex pediatric patient.	89	2.40	0.07	0.70	4	1.0
PT343	3. PED Competencies: Standard 7. Ethics: Identifies and communicates the risks, benefits, and outcomes of programs and decisions that may negatively affect healthcare delivery.	87	2.40	0.08	0.75	1	1.0
PT366	3. PED Competencies: Standard 13. Collaboration: Actively participates in or provides guidance to research teams in discovery and application of evidence for nursing practice.	84	2.40	0.08	0.75	2	1.0
PT369	3. PED Competencies: Standard 14. Professional Practice Evaluation: Engages in a formal process seeking feedback regarding one's own practice from the child, family, peers, professional colleagues, and others.	85	2.40	0.08	0.69	1	1.0

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT401	4. Core Competencies: A. Direct Care Competency: Develops evidence-based clinical interventions and systems to achieve defined patient and system outcomes.	83	2.40	0.07	0.68	1	1.0
PT414	4. Core Competencies: A. Direct Care Competency: Provides leadership for collaborative, evidence-based revision of diagnoses and plans of care, to improve patient outcomes	82	2.40	0.08	0.72	2	1.0
PT450	4. Core Competencies: F. Research Competency: 1. Interpretation, Translation and Use of Evidence: Designs programs for effective implementation of research findings and other evidence in clinical practice	77	2.40	0.08	0.71	6	0.9
PT397	4. Core Competencies: A. Direct Care Competency: Synthesizes assessment data, advanced knowledge, and experience, using critical thinking and clinical judgment to formulate differential diagnoses for clinical problems amenable to CNS intervention.	80	2.41	0.08	0.71	4	1.0
PT043	1. Patient Care Problems: Pulmonary: Asthma/reactive airway disease	76	2.42	0.10	0.91	30	0.7
PT341	3. PED Competencies: Standard 7. Ethics: Participates in interprofessional teams that address ethical concerns, risks or considerations, benefits, and outcomes of patient care.	85	2.42	0.08	0.73	3	1.0
PT007	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Growth and development (e.g., anticipatory guidance, milestones)	70	2.43	0.11	0.91	40	0.6
PT128	1. Patient Care Problems: Renal/Genitourinary: Electrolyte imbalances	93	2.43	0.07	0.68	6	0.9
PT285	3. PED Competencies: Standard 2. Diagnosis: Applies evidence-based clinical practice guidelines to guide screening and diagnosis.	89	2.43	0.07	0.67	6	0.9

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT331	3. PED Competencies: Standard 6. Evaluation: Uses evaluation results to make or recommend process or structural changes, including policy, procedure, or protocol revision, as appropriate.	82	2.43	0.07	0.67	6	0.9
PT427	4. Core Competencies: C: Systems Leadership Competency: Coordinates the care of patients with use of system and community resources to assure successful health/illness/wellness transitions, enhance delivery of care, and achieve optimal patient outcomes.	80	2.43	0.07	0.65	4	1.0
PT023	1. Patient Care Problems: Cardiovascular: Cardiogenic shock	50	2.44	0.13	0.91	58	0.5
PT040	1. Patient Care Problems: Pulmonary: Airway obstruction	61	2.44	0.12	0.90	45	0.6
PT153	1. Patient Care Problems: Multisystem: Hypovolemic shock	89	2.44	0.08	0.72	11	0.9
PT155	1. Patient Care Problems: Multisystem: Infectious diseases (e.g., congenital, viral, bacterial)	95	2.44	0.07	0.65	5	1.0
PT447	4. Core Competencies: F. Research Competency: 1. Interpretation, Translation and Use of Evidence: Integrates evidence into the health, illness, and wellness management of patients, families, communities and groups.	81	2.44	0.08	0.69	1	1.0
PT297	3. PED Competencies: Standard 4. Planning: Supports the integration of clinical, human, and financial resources to enhance and complete the decision-making processes.	88	2.45	0.07	0.64	5	0.9
PT370	3. PED Competencies: Standard 14. Professional Practice Evaluation: Actively participates in the process of monitoring the quality of one's own practice with periodic evaluation and plans to address deficiencies and continue improvement.	86	2.45	0.07	0.64	0	1.0
PT446	4. Core Competencies: F. Research Competency: 1. Interpretation, Translation and Use of Evidence: Analyzes research findings and other evidence for their potential application to clinical practice	83	2.45	0.07	0.67	0	1.0

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT452	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Fosters an interdisciplinary approach to quality improvement, evidence-based practice, research, and translation of research into practice	83	2.45	0.08	0.70	0	1.0
PT129	1. Patient Care Problems: Renal/Genitourinary: Fluid volume imbalances	93	2.46	0.07	0.67	6	0.9
PT395	4. Core Competencies: A. Direct Care Competency: Identifies potential risks to patient safety, autonomy and quality of care based on assessments across the patient, nurse and system spheres of influence.	81	2.46	0.07	0.67	2	1.0
PT443	4. Core Competencies: E. Coaching Competency: Mentors health professionals in applying the principles of evidence-based care.	82	2.46	0.07	0.67	1	1.0
PT456	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Develops quality improvement initiatives based on assessments.	81	2.46	0.08	0.71	1	1.0
PT457	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Provides leadership in the design, implementation and evaluation of process improvement initiatives.	82	2.46	0.08	0.74	1	1.0
PT458	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Provides leadership in the system-wide implementation of quality improvements and innovations.	82	2.46	0.08	0.72	1	1.0
PT461	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Engages in a formal self-evaluation process, seeking feedback regarding own practice, from patients, peers, professional colleagues and others	82	2.46	0.08	0.69	1	1.0
PT044	1. Patient Care Problems: Pulmonary: Chronic lung disease (e.g., bronchopulmonary dysplasia, exacerbation, interstitial pulmonary fibrosis)	60	2.47	0.12	0.89	46	0.6

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT342	3. PED Competencies: Standard 7. Ethics: Applies ethically sound solutions to complex issues related to individuals, populations, and systems of care.	86	2.47	0.07	0.66	2	1.0
PT350	3. PED Competencies: Standard 11. Communication: Promotes communication of information and advancement of the profession through writing, publishing, and preparing presentations for professional and lay audiences.	86	2.47	0.07	0.63	1	1.0
PT359	3. PED Competencies: Standard 12. Leadership: Designs innovations to effect change in practice and improve health outcomes.	86	2.47	0.07	0.68	1	1.0
PT418	4. Core Competencies: B. Consultation Competency: Analyzes data from consultations to implement practice improvements.	83	2.47	0.08	0.70	1	1.0
PT455	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Uses quality monitoring data to assess the quality and effectiveness of clinical programs in meeting outcomes.	83	2.47	0.08	0.69	0	1.0
PT068	1. Patient Care Problems: Musculoskeletal: Congenital anomalies	69	2.48	0.11	0.88	36	0.7
PT286	3. PED Competencies: Standard 3. Outcomes Identification: Identifies expected outcomes that incorporate cost and clinical effectiveness, the child's and family's expectations, and continuity and consistency among healthcare providers.	92	2.48	0.07	0.65	2	1.0
PT352	3. PED Competencies: Standard 11. Communication: Serves as a consultant for team members, families, and children who are having trouble communicating effectively.	86	2.48	0.07	0.65	1	1.0
PT402	4. Core Competencies: A. Direct Care Competency: Uses advanced communication skills within therapeutic relationships to improve patient outcomes.	81	2.48	0.07	0.61	2	1.0

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT429	4. Core Competencies: C: Systems Leadership Competency: Leads system change to improve health outcomes through evidence based practice: Specifies expected clinical and system level outcomes., Designs programs to improve clinical and system level processes and outcomes., Facilitates the adoption of practice change	84	2.48	0.08	0.70	0	1.0
PT451	4. Core Competencies: F. Research Competency: 1. Interpretation, Translation and Use of Evidence: Cultivates a climate of clinical inquiry across spheres of influence: Evaluates the need for improvement or redesign of care delivery processes to improve safety, efficiency, reliability, and quality., Disseminates expert knowledge.	83	2.48	0.08	0.70	0	1.0
PT454	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Provides leadership in planning data collection and quality monitoring	82	2.48	0.08	0.72	1	1.0
PT333	3. PED Competencies: Standard 6. Evaluation: Synthesizes an evaluation, on a continual basis, as it relates to the effectiveness of care provided.	86	2.49	0.07	0.68	2	1.0
PT334	3. PED Competencies: Standard 7. Ethics: Ensures that the care provided is consistent with the child's and family's needs and values and is within codes of ethical practice.	85	2.49	0.07	0.67	2	1.0
PT351	3. PED Competencies: Standard 11. Communication: Establishes effective communication modalities and formats between healthcare team members and the children and families for whom they care.	87	2.49	0.06	0.59	0	1.0
PT409	4. Core Competencies: A. Direct Care Competency: Assists staff in the development of innovative, cost effective programs or protocols of care	82	2.49	0.07	0.63	2	1.0
PT416	4. Core Competencies: B. Consultation Competency: Initiates consultation to obtain resources as necessary to facilitate progress toward achieving identified outcomes.	84	2.50	0.07	0.69	0	1.0

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT422	4. Core Competencies: C: Systems Leadership Competency: Uses effective strategies for changing clinician and team behavior to encourage adoption of evidence-based practices and innovations in care delivery.	84	2.50	0.07	0.63	0	1.0
PT034	1. Patient Care Problems: Cardiovascular: Structural heart defects and disease (acquired and congenital)	69	2.51	0.10	0.87	39	0.6
PT280	3. PED Competencies: Standard 1. Assessment: Assesses the quality of care provided to children and families across settings.	92	2.51	0.07	0.65	3	1.0
PT289	3. PED Competencies: Standard 4. Planning: Identifies assessment, diagnostic strategies, and therapeutic interventions within the plan of care that reflect current pediatric healthcare practice, including data, research, literature, and expert clinical knowledge.	93	2.51	0.07	0.64	1	1.0
PT291	3. PED Competencies: Standard 4. Planning: Leads the design and development of interprofessional processes to address the situation or issue.	91	2.51	0.07	0.66	3	1.0
PT301	3. PED Competencies: Standard 5. Implementation: Assumes responsibility for safe and efficient implementation of the plan.	88	2.51	0.07	0.66	3	1.0
PT421	4. Core Competencies: C: Systems Leadership Competency: Determines nursing practice and system interventions that will promote patient, family and community safety.	84	2.51	0.07	0.63	0	1.0
PT444	4. Core Competencies: E. Coaching Competency: Uses coaching and advanced communication skills to facilitate the development of effective clinical teams.	83	2.51	0.07	0.63	0	1.0
PT449	4. Core Competencies: F. Research Competency: 1. Interpretation, Translation and Use of Evidence: Assesses system barriers and facilitators to adoption of evidence-based practices.	83	2.51	0.07	0.63	0	1.0

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT302	3. PED Competencies: Standard 5. Implementation: Uses advanced communication skills to promote relationships between the child, family, and caregiver to assure an open discussion of the family's experiences and to improve healthcare outcomes.	89	2.52	0.07	0.64	1	1.0
PT411	4. Core Competencies: A. Direct Care Competency: Determines when evidence based guidelines, policies, procedures and plans of care need to be tailored to the individual.	82	2.52	0.07	0.61	2	1.0
PT425	4. Core Competencies: C: Systems Leadership Competency: Develops age-specific clinical standards, policies and procedures.	84	2.52	0.07	0.65	0	1.0
PT464	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Promotes a practice climate conducive to providing ethical care.	82	2.52	0.07	0.59	1	1.0
PT056	1. Patient Care Problems: Pulmonary: Unexpected acute life threatening events	60	2.53	0.11	0.85	46	0.6
PT287	3. PED Competencies: Standard 3. Outcomes Identification: Differentiates outcomes that require care process interventions from those that require system-level interventions.	92	2.53	0.07	0.64	2	1.0
PT349	3. PED Competencies: Standard 11. Communication: Leads the interprofessional team in developing effective communication patterns and conflict resolution.	87	2.53	0.06	0.59	0	1.0
PT161	1. Patient Care Problems: Multisystem: Patient safety issues	99	2.54	0.07	0.70	1	1.0
PT053	1. Patient Care Problems: Pulmonary: Pulmonary infections	53	2.55	0.12	0.85	53	0.5
PT332	3. PED Competencies: Standard 6. Evaluation: Refers to best practice models to assist in evaluating outcomes.	86	2.55	0.07	0.64	2	1.0
PT353	3. PED Competencies: Standard 11. Communication: Advocates for health team members, families, and children, as appropriate, when conflicts in communication or decision-making arise.	85	2.55	0.06	0.57	2	1.0

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT355	3. PED Competencies: Standard 12. Leadership: Provides direction to enhance the effectiveness of the interprofessional healthcare team.	85	2.55	0.06	0.57	2	1.0
PT371	3. PED Competencies: Standard 14. Professional Practice Evaluation: Addresses patient safety with each client contact, incorporates safety standards in own practice, and periodically evaluates safety of the practice environment.	86	2.55	0.06	0.55	0	1.0
PT426	4. Core Competencies: C: Systems Leadership Competency: Uses leadership, team building, negotiation, and conflict resolution skills to build partnerships within and across systems, including communities.	84	2.55	0.07	0.67	0	1.0
PT434	4. Core Competencies: D. Collaboration Competency: Provides leadership for establishing, improving, and sustaining collaborative relationships to meet clinical needs.	83	2.55	0.07	0.61	0	1.0
PT440	4. Core Competencies: E. Coaching Competency: participates in pre-professional, graduate and continuing education of nurses and other health care providers: Completes a needs assessment as appropriate to guide interventions with staff; Promotes professional development of staff nurses and continuing education activities; Implements staff development and continuing education activities; Mentors nurses to translate research into practice.	82	2.55	0.07	0.65	1	1.0
PT442	4. Core Competencies: E. Coaching Competency: Mentors staff nurses, graduate students and others to acquire new knowledge and skills and develop their careers.	82	2.55	0.07	0.67	1	1.0
PT363	3. PED Competencies: Standard 13. Collaboration: Invites the contribution of the child, family, and team members in order to achieve optimal outcomes.	87	2.56	0.06	0.58	0	1.0

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT410	4. Core Competencies: A. Direct Care Competency: Evaluates nursing practice that considers Safety, Timeliness, Effectiveness, Efficiency, Efficacy and Patient-centered care.	82	2.56	0.07	0.59	2	1.0
PT453	4. Core Competencies: F. Research Competency: 2. Evaluation of Clinical Practice: Participates in establishing quality improvement agenda for unit, department, program, system, or population	82	2.56	0.07	0.63	1	1.0
PT275	3. PED Competencies: Standard 1. Assessment: Collaborates with other professionals to assemble a comprehensive assessment of the child and family.	92	2.57	0.06	0.60	3	1.0
PT423	4. Core Competencies: C: Systems Leadership Competency: Provides leadership in maintaining a supportive and healthy work environment.	84	2.57	0.07	0.61	0	1.0
PT296	3. PED Competencies: Standard 4. Planning: Contributes to the development and continuous improvement of organizational systems that support the plan of care process.	90	2.58	0.06	0.58	3	1.0
PT304	3. PED Competencies: Standard 5A. Coordination of Care: Provides leadership in the coordination of interprofessional health care for integrated delivery of pediatric care services.	89	2.58	0.06	0.58	2	1.0
PT368	3. PED Competencies: Standard 13. Collaboration: Participates on interprofessional teams that contribute to role development, advanced pediatric nursing practice, and health care.	86	2.58	0.07	0.60	1	1.0
PT417	4. Core Competencies: B. Consultation Competency: Communicates consultation findings to appropriate parties consistent with professional and institutional standards.	84	2.58	0.06	0.56	0	1.0

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT424	4. Core Competencies: C: Systems Leadership Competency: Provides leadership in promoting interdisciplinary collaboration to implement outcome-focused patient care programs meeting the clinical needs of patients, families, populations and communities.	84	2.58	0.07	0.64	0	1.0
PT152	1. Patient Care Problems: Multisystem: Hospital acquired conditions (e.g., CAUTI, CLABSI, VAP, falls)	90	2.59	0.06	0.62	10	0.9
PT348	3. PED Competencies: Standard 9. Evidence-based Practice and Research: Promotes a climate of research and clinical inquiry.	87	2.59	0.07	0.62	1	1.0
PT159	1. Patient Care Problems: Multisystem: Pain	98	2.60	0.06	0.60	2	1.0
PT364	3. PED Competencies: Standard 13. Collaboration: Leads in establishing, improving, and sustaining collaborative relationships to achieve safe, quality health care for children and their families.	87	2.60	0.07	0.62	0	1.0
PT005	1. Patient Care Problems: Factors Influencing Health Status (risk assessment, prevention and wellness): Developmental care	61	2.61	0.10	0.80	49	0.6
PT357	3. PED Competencies: Standard 12. Leadership: Mentors colleagues in the acquisition of clinical knowledge, skills, abilities, and judgment.	87	2.61	0.06	0.60	0	1.0
PT365	3. PED Competencies: Standard 13. Collaboration: Models expert practice to interprofessional team members and healthcare consumers.	87	2.61	0.06	0.58	0	1.0
PT303	3. PED Competencies: Standard 5. Implementation: Actively participates in the development and continuous improvement of systems that support implementation of the plan.	90	2.62	0.06	0.57	0	1.0
PT347	3. PED Competencies: Standard 9. Evidence-based Practice and Research: Formally and informally disseminates research findings through practice, education, presentations, publications, consultation, and journal clubs.	87	2.62	0.05	0.51	1	1.0
PT038	1. Patient Care Problems: Pulmonary: Acute respiratory failure	64	2.63	0.10	0.79	42	0.6

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT358	3. PED Competencies: Standard 12. Leadership: Initiates and revises policies, protocols, and guidelines that reflect evidence-based practice and novel approaches in care management and address emerging trends.	87	2.63	0.06	0.59	0	1.0
PT362	3. PED Competencies: Standard 13. Collaboration: Partners with other disciplines to enhance healthcare consumer outcomes through interprofessional activities, such as education, consultation, management, technological development, or research opportunities.	87	2.63	0.06	0.59	0	1.0
PT433	4. Core Competencies: D. Collaboration Competency: Establishes collaborative relationships within and across departments that promote patient safety, culturally competent care, and clinical excellence	82	2.63	0.06	0.56	1	1.0
PT448	4. Core Competencies: F. Research Competency: 1. Interpretation, Translation and Use of Evidence: Applies principles of evidence-based practice and quality improvement to all patient care.	83	2.63	0.06	0.56	0	1.0
PT338	3. PED Competencies: Standard 7. Ethics: Serves as an advocate for the child and family in developing policies and providing care to the child and family.	85	2.64	0.06	0.59	3	1.0
PT360	3. PED Competencies: Standard 12. Leadership: Contributes to an environment that is conducive to clinical education of other healthcare providers, including teaching, mentoring, and precepting.	87	2.64	0.06	0.55	0	1.0
PT419	4. Core Competencies: C: Systems Leadership Competency: Facilitates the provision of clinically competent care by staff/team through education, role modeling, teambuilding, and quality monitoring.	84	2.64	0.06	0.53	0	1.0
PT462	4. Core Competencies: G. Ethical decision-making, moral agency and advocacy: Fosters professional accountability in self or others.	82	2.65	0.06	0.53	1	1.0

Rule 2. Mean Significance Order – Pediatric							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
PT361	3. PED Competencies: Standard 12. Leadership: Contributes to others' professional development to improve child healthcare and to foster the profession's growth.	87	2.66	0.06	0.52	0	1.0
PT435	4. Core Competencies: D. Collaboration Competency: Practices collegially with medical staff and other members of the healthcare team so that all providers' unique contributions to health outcomes will be enhanced.	83	2.66	0.06	0.55	0	1.0
PT045	1. Patient Care Problems: Pulmonary: Congenital and acquired anomalies	68	2.68	0.09	0.74	38	0.6
PT288	3. PED Competencies: Standard 3. Outcomes Identification: Incorporates the use of evidence-based clinical guidelines that support positive expected outcomes for the child.	92	2.68	0.06	0.53	1	1.0
PT415	4. Core Competencies: B. Consultation Competency: Provides consultation to staff nurses, medical staff and interdisciplinary colleagues	84	2.68	0.06	0.52	0	1.0
PT299	3. PED Competencies: Standard 5. Implementation: Supports collaboration with nursing and other colleagues to implement the plan.	90	2.69	0.05	0.49	1	1.0
PT300	3. PED Competencies: Standard 5. Implementation: Incorporates new knowledge and strategies to initiate change in nursing care practices if desired outcomes are not achieved.	91	2.69	0.05	0.49	0	1.0
PT345	3. PED Competencies: Standard 8. Education: Participates in interprofessional educational experiences focusing on patient outcomes.	88	2.73	0.05	0.50	0	1.0
PT344	3. PED Competencies: Standard 8. Education: Uses current evidence to expand clinical knowledge, skills, abilities, and judgment to enhance role performance and increase knowledge of professional issues.	88	2.75	0.05	0.46	0	1.0

Appendix D. Test Plan

ACCNS-P TEST PLAN PEDIATRIC CNS (WELLNESS THROUGH ACUTE CARE) OVERVIEW

PAGE 1 OF 14

The ACCNS-P certification program is based on competencies from nationally recognized organizations such as the National Association of Clinical Nurse Specialists and the American Association of Colleges of Nursing, as well as a study of practice, also known as a job analysis, that is conducted at least every five years. This study of practice validates the knowledge, skills and abilities required for safe and effective advanced practice as an entry-level pediatric CNS. All competencies are listed on pages 7-14 of the test plan.

The test plan, which provides an outline of exam content, is developed by an expert CNS panel based on the results of the study of practice. The organizing framework for all AACN Certification Corporation exams is the AACN Synergy Model for Patient Care™.

Following are the major content dimensions of the pediatric CNS, wellness through acute care, (ACCNS-P) exam, which are part of the test plan:

- ▶ **Patient Care Problems** validated by the study of practice as those regularly encountered by the entry-level CNS.

Refer to pages 2-4 for the list of patient care problems.

- ▶ **Skills and Procedures** validated by the study of practice as those pertinent to the entry-level CNS. In addition to classifying exam items according to the specified patient care problems and related validated competencies, items may require an understanding of skills and procedures pertinent to pediatric CNS practice.

Refer to pages 5-6 for the list of skills and procedures.

- ▶ **Validated Competencies** include Clinical Judgment, Advocacy/Moral Agency, Caring Practices, Response to Diversity, Facilitation of Learning, Collaboration, Systems Thinking and Clinical Inquiry.

Refer to pages 7-14 for a complete listing of the ACCNS-P Validated Competencies.

Integrated Concepts

To meet criteria for regulatory sufficiency, APRN certification exams must test national practice standards and core competencies for the role and patient population(s) being certified. The ACCNS-P exam incorporates the following standards and competencies:

- National CNS Competency Task Force. *Clinical Nurse Specialist Core Competencies*. 2010.
- Advanced Practice Work Group. Bell L, ed. *Scope and Standards for Acute and Critical Care Clinical Nurse Specialist Practice*. Aliso Viejo, CA: American Association of Critical-Care Nurses; 2014.
- American Nursing Association. *Scope and Standards for Pediatric Nursing Practice*. Silver Springs, MD: American Nurses Association; 2015.*

* Includes only the additional measurement criteria for the advanced practice pediatric nurse

ACCNS-P TEST PLAN

PEDIATRIC CNS (WELLNESS THROUGH ACUTE CARE)

PAGE 2 OF 14

Applies to exams taken on and after January 15, 2018.

I. CLINICAL JUDGMENT (65%)

Validated Competencies are detailed on pages 7-14 of this test plan.

A. Cardiovascular (9%)

1. Acute inflammatory disease (e.g., myocarditis, endocarditis, pericarditis)
2. Cardiac surgery
3. Cardiac tamponade
4. Cardiogenic shock
5. Cardiomyopathies (e.g., hypertrophic, dilated, restrictive, idiopathic)
6. Dysrhythmias
7. Heart failure (acute and chronic)
8. Hypertension
9. Hypertensive urgencies or emergencies
10. Pulmonary edema
11. Structural heart defects and diseases (congenital and acquired)

B. Pulmonary (9%)

1. Acute lung injury (ALI), acute respiratory distress syndrome (ARDS)
2. Acute pulmonary embolus
3. Acute respiratory failure
4. Air-leak syndromes (e.g., pneumothorax, pulmonary interstitial emphysema, pneumopericardium, pneumomediastinum)
5. Airway obstruction
6. Aspiration
7. Asthma/reactive airway disease
8. Chronic lung disease (e.g., bronchopulmonary dysplasia, exacerbation, interstitial pulmonary fibrosis)
9. Congenital and acquired anomalies
10. Cystic fibrosis
11. Exacerbation of chronic lung disease
12. Pleural effusion
13. Pulmonary hemorrhage
14. Pulmonary hypertension

15. Pulmonary infections
16. Thoracic and pulmonary trauma and injuries
17. Unexpected acute life-threatening events

C. Endocrine (3%)

1. Diabetes mellitus
2. Diabetic ketoacidosis (DKA) and hyperglycemic hyperosmolar syndrome (HHS)
3. Hyperglycemia
4. Hypoglycemia
5. Inborn errors of metabolism
6. Syndrome of inappropriate antidiuretic hormone secretion

D. Hematology/Immunology/Oncology (3%)

1. Anemia
2. Anticoagulation
3. Autoimmune diseases
4. Bleeding disorders
5. Blood and blood-product administration
6. Coagulopathies
7. Congenital and acquired immunosuppression
8. Hematologic and solid tumors
9. Hyperbilirubinemia
10. Myelosuppression (e.g., neutropenia, thrombocytopenia)
11. Organ and tissue transplantation and associated problems
12. Sickle cell disease
13. Venous thromboembolism (VTE)

E. Gastrointestinal (3%)

1. Abdominal trauma
2. Bowel infarction/obstruction/perforation
3. Gastroesophageal reflux
4. GI infectious disorders
5. GI abnormalities (congenital and acquired)
6. GI hemorrhage

ACCNS-P TEST PLAN
PEDIATRIC CNS (WELLNESS THROUGH ACUTE CARE)

PAGE 3 OF 14

E. Gastrointestinal (cont.)

7. GI motility disorders (congenital and acquired)
8. GI surgeries
9. Inflammatory bowel disease
10. Liver disease (e.g., hepatitis, hepatic failure)
11. Malnutrition
12. Nausea/vomiting
13. Pancreatitis

F. Renal/Genitourinary (3%)

1. Acute kidney injury (AKI)
2. Chronic kidney disease (CKD)
3. Renal/genitourinary abnormalities (congenital and acquired)
4. Electrolyte imbalances
5. Fluid volume imbalances
6. Incontinence
7. Infections (e.g., UTI, PID, STDs)
8. Renal trauma

G. Integumentary (3%)

1. Dermatologic disorders
2. Exfoliative skin disorders (e.g., Stevens-Johnson, TEN, epidermolysis bullosa)
3. Infectious skin disorders
4. IV infiltration and extravasation
5. Pressure ulcers (pressure injuries, community or hospital-acquired)
6. Pruritus
7. Wounds (surgical and non-surgical)

H. Musculoskeletal (3%)

1. Congenital anomalies
2. Functional issues (e.g., immobility, debility, falls, gait disorders, myopathies)
3. Infections (e.g., necrotizing fasciitis, osteomyelitis)
4. Rhabdomyolysis

5. Spinal disease (e.g., scoliosis, kyphosis, disc disease)
6. Sports injuries
7. Traumatic fractures

I. Neurology (7%)

1. Brain death
2. Cerebral salt wasting
3. Congenital neurological abnormalities
4. Encephalopathy
5. Head and brain trauma/injury
6. Hydrocephalus
7. Intracerebral hemorrhage
8. Intracranial hypertension
9. Migraine headaches
10. Neurologic infectious diseases
11. Neuromuscular disorders
12. Seizure disorders
13. Space-occupying lesions
14. Spinal cord injury
15. Stroke
16. Vascular malformation

J. Psychosocial/Behavioral/Cognitive Health (6%)

1. Aggression
2. Agitation
3. Anxiety disorders (e.g., PTSD, OCD, fears, phobias)
4. Attention deficit hyperactivity disorder (ADHD)
5. Autism and autism spectrum disorders
6. Delirium
7. Developmental issues
8. Eating disorders
9. Learning disabilities and disorders
10. Maltreatment (e.g., abuse, neglect)
11. Medical nonadherence
12. Mood disorders (e.g., depression)

ACCNS-P TEST PLAN

PEDIATRIC CNS (WELLNESS THROUGH ACUTE CARE)

PAGE 4 OF 14

J. Psychosocial/Behavioral/Cognitive Health (cont.)

13. Personality disorders (e.g., anti-social behaviors, schizophrenia)
14. Post-ICU syndrome
15. Self-harm
16. Sleep disorders
17. Substance abuse
18. Suicidal behavior

K. Factors Influencing Health Status (7%) (risk assessment, prevention and wellness)

1. Advance care planning
2. Care transition
3. Caregiver burden
4. Developmental care
5. Growth and development (e.g., anticipatory guidance, milestones)
6. Immunizations/vaccinations
7. Injury prevention (e.g., shaken baby, helmets, car seats, environmental modification, gun safety)
8. Nutrition and weight management
9. Pain prevention and management (e.g., needle stick, chronic pain syndromes)
10. Risk-taking behaviors (e.g., unprotected sex, substance use)
11. Safe sleep
12. Sexual health education and counseling
13. Vulnerable population screenings (e.g., elder/child abuse, intimate partner violence, human trafficking, bullying)

L. Multisystem (9%)

1. Acid-base imbalances
2. Anesthetic emergencies
3. Burns
4. Child of addicted mother
5. Compartment syndrome

6. Distributive shock (e.g., anaphylaxis, neurogenic)
7. End-of-life issues
8. Failure to thrive
9. Hospital-acquired conditions (e.g., CAUTI, CLABSI, VAP, falls)
10. Hypovolemic shock
11. Hypoxic ischemic encephalopathy
12. Infectious diseases (e.g., congenital, viral, bacterial)
13. Morbid obesity
14. Multisystem trauma
15. Near-drowning
16. Pain
17. Palliative care issues
18. Patient safety issues
19. Post-resuscitation care
20. Sepsis/septic shock and MODS
21. Toxic exposure (acute and chronic)
22. Toxic ingestions and inhalations

II. PROFESSIONAL CARING AND ETHICAL PRACTICE (35%)

Validated Competencies are detailed on pages 7-14 of this test plan.

A. Advocacy/Moral Agency (4%)

B. Caring Practices (6%)

C. Response to Diversity (3%)

D. Facilitation of Learning (5%)

E. Collaboration (5%)

F. Systems Thinking (6%)

G. Clinical Inquiry (6%)

Order of content does not necessarily reflect importance.

ACCNS-P TEST PLAN

PEDIATRIC CNS (WELLNESS THROUGH ACUTE CARE)

SKILLS AND PROCEDURES

PAGE 5 OF 14

In addition to classifying exam items according to the specified patient care problems and identifying related competencies on the following pages, items may require an understanding of skills and procedures pertinent to the pediatric CNS. The study of practice sought to determine whether selected skills and procedures are performed and important to the pediatric CNS. If applicable to assessment of knowledge of the patient care problem, the following skills and procedures may be incorporated within items. This list is not intended to be all inclusive. Common nursing skills and procedures also may be included in the exam content.

Cardiovascular

- Assist with pericardiocentesis
- Determine lead selection for ECG
- Direct cardiopulmonary resuscitation
- Insert temporary vascular access device
- Interpret 12-lead ECGs
- Interpret ECG rhythms
- Interpret hemodynamic values
- Interpret noninvasive hemodynamic values
- Manage patient with cardiac assist devices (e.g., RVAD, BVAD, LVAD, ECMO)
- Manage patient with epicardial pacemaker
- Manage patient with implantable cardioverter defibrillator (ICD)
- Manage patient with permanent pacemaker
- Manage patient with temporary transvenous pacemaker
- Manage patient with transcutaneous (external) pacemaker
- Perform elective cardioversion

Pulmonary

- Assist with bronchoscopy
- Assist with intubation
- Assist with thoracentesis
- Initiate mechanical ventilation
- Manage patient with chest tubes
- Manage patient with mechanical ventilation
- Manage patient with nasal/ facial CPAP/ BEPAP/ high-flow nasal cannula

Endocrine

- Manage patient with insulin pumps

Hematology/Immunology/Oncology

- Manage patient with chemotherapy/biotherapy
- Manage patient with plasmapheresis

Gastrointestinal

- Manage patient with feeding tubes
- Manage patient with PEG tube
- Manage patient with PEG/JT/drainage catheters (e.g., IR drains, biliary drains)

Renal/Genitourinary

- Manage patient with non-tunneled dialysis catheter
- Manage patient with renal replacement therapies
- Manage patient with tunneled dialysis catheter

Integumentary

- Manage wound care

Musculoskeletal

- Apply treatment device (e.g., traction, orthotic)

Neurology

- Assist with lumbar puncture
- Manage patient with cerebral oxygenation monitoring device
- Manage patient with epidural ICP monitoring device
- Manage patient with intraventricular ICP monitoring device
- Manage patient with subdural ICP monitoring device

ACCNS-P TEST PLAN
PEDIATRIC CNS (WELLNESS THROUGH ACUTE CARE)
SKILLS AND PROCEDURES

PAGE 6 OF 14

Behavioral

- Use de-escalation techniques (e.g., crisis prevention)
- Manage patient with assaultive behavior
- Manage patient in restraints

Wellness

- Implement acute and chronic pain prevention strategies
- Interpret anthropometric measurements
- Perform developmental screening and/or examinations
- Perform mental health screenings and/or examinations
- Perform physical health screening and/or examinations
- Perform vulnerable population risk screenings and/or examinations

Multisystem

- Interpret diagnostic imaging
- Provide pharmacological interventions
- Manage patient with targeted temperature therapies
- Prescribe durable medical equipment
- Provide nonpharmacological interventions

ACCNS-P TEST PLAN

PEDIATRIC CNS (WELLNESS THROUGH ACUTE CARE)

VALIDATED COMPETENCIES

PAGE 7 OF 14

In addition to classifying exam items according to the previous specifications, each item is written to reflect one of the following competencies validated through the study of practice. The following competencies are eligible for assessing knowledge of content.

CLINICAL JUDGMENT

Core CNS Competencies

- Conducts comprehensive, holistic, wellness and illness assessments using known or innovative evidence-based techniques and tools, and direct and indirect methods
- Obtains data about context and etiologies (including both non-disease and disease-related factors) necessary to formulate differential diagnoses and plans of care, and to identify and evaluate outcomes
- Assesses the effects of interactions among the individual, family, community and social systems on health and illness
- Synthesizes assessment data, advanced knowledge and experience using critical thinking and clinical judgment to formulate differential diagnoses for clinical problems amenable to CNS intervention
- Prioritizes differential diagnoses to reflect those conditions most relevant to signs, symptoms and patterns amenable to CNS interventions
- Selects interventions that may include, but are not limited to:
 - Application of advanced nursing therapies
 - Initiation of interdisciplinary team meetings
 - Consultations and other communications to benefit patient care
 - Management of patient medications
 - Clinical procedures and other interventions
 - Psychosocial support, including patient counseling and spiritual interventions
- Designs strategies, including advanced nursing therapies, to meet the multifaceted needs of complex patients and groups of patients
- Develops evidence-based clinical interventions and systems to achieve defined patient and system outcomes
- Prescribes pharmacologic interventions
- Prescribes non-pharmacologic interventions

- Prescribes diagnostic measures
- Prescribes equipment
- Prescribes treatments
- Provides direct care to selected patients based on the needs of the patient and the CNS's specialty knowledge and skills
- Assists staff in the development of innovative, cost-effective programs or protocols of care
- Determines when evidence-based guidelines, policies, procedures and plans of care need to be tailored to the individual
- Assesses the impact of environmental/system factors on care

Pediatric CNS Competencies

- Conducts comprehensive physical, mental health and developmental assessments
- Analyzes the family system to identify factors that might influence the health of the child and family
- Screens for evidence-based risk factors (e.g., unsupervised after school, abuse, bullying and relationships with peers and siblings)
- Initiates and interprets age-appropriate and condition-specific laboratory tests and diagnostic procedures
- Systematically compares and contrasts clinical findings with normal and abnormal variations and developmental events in formulating a differential diagnosis that encompasses anatomical, physiological, motor, cognitive, developmental, psychological and social behavior across the pediatric life span
- Utilizes complex data and information obtained during interview, examination and diagnostic procedures in identifying diagnoses
- Interprets age-, developmental- and situational-appropriate screening and analytic studies essential in the diagnosis and management of the child with a health condition
- Applies evidence-based clinical practice guidelines to guide screening and diagnosis

ACCNS-P TEST PLAN
PEDIATRIC CNS (WELLNESS THROUGH ACUTE CARE)
VALIDATED COMPETENCIES

PAGE 14 OF 14

- Integrates evidence into the health, illness and wellness management of patients, families, communities and groups
- Applies principles of evidence-based practice and quality improvement to all patient care
- Designs programs for effective implementation of research findings and other evidence in clinical practice
- Cultivates a climate of clinical inquiry across spheres of influence by evaluating the need for improvement or redesign of care delivery processes to improve safety, efficiency, reliability and quality, and disseminates expert knowledge
- Fosters an interdisciplinary approach to quality improvement, evidence-based practice, research and translation of research into practice
- Participates in establishing quality improvement agenda for unit, department, program, system or population
- Provides leadership in planning data collection and quality monitoring
- Uses quality monitoring data to assess the quality and effectiveness of clinical programs in meeting outcomes
- Develops quality improvement initiatives based on assessments
- Provides leadership in the design, implementation and evaluation of process improvement initiatives
- Provides leadership in the system-wide implementation of quality improvements and innovations
- Participates in conduct and implementation of research which includes one or more of the following:
 - Identification of questions for clinical inquiry
 - Conduct literature reviews, study design and implementation
 - Data collection
- Dissemination of findings

Pediatric CNS Competencies

- Contributes to nursing knowledge by conducting or synthesizing research that discovers, examines and evaluates knowledge, theories, criteria and creative approaches to improve healthcare practice and outcomes
- Formally and informally disseminates research findings through practice, education, presentations, publications, consultation and journal clubs
- Promotes a climate of research and clinical inquiry
- Engages in a formal process seeking feedback regarding one's own practice from the child, family, peers, professional colleagues and others
- Actively participates in the process of monitoring the quality of one's own practice with periodic evaluation and plans to address deficiencies and continue improvement
- Synthesizes results of the evaluation to determine the effect of the plan on children, providers, families, groups, communities and institutions
- Initiates and revises policies, protocols and guidelines that reflect evidence-based practice and novel approaches in care management and address emerging trends
- Actively participates in or provides guidance to research teams in discovery and application of evidence for nursing practice

ACCNS-P TEST PLAN
PEDIATRIC CNS (WELLNESS THROUGH ACUTE CARE)
VALIDATED COMPETENCIES

PAGE 13 OF 14

- Considers fiscal and budgetary implications in decision making regarding practice and system modifications:
 - Evaluates use of products and services for appropriateness and cost/benefit in meeting care needs
 - Conducts cost/benefit analysis of new clinical technologies
 - Evaluates impact of introduction or withdrawal of products, services and technologies
- Leads system change to improve health outcomes through evidence-based practice:
 - Specifies expected clinical and system-level outcomes
 - Designs programs to improve clinical and system-level processes and outcomes
 - Facilitates the adoption of practice change
- Evaluates impact of CNS and other nursing practice on systems of care using nurse-sensitive outcomes
- Disseminates outcomes of system-level change internally and externally
- Facilitates intra-agency and inter-agency communication
- Assesses system barriers and facilitators to adoption of evidence-based practices
- Develops evaluation strategies to demonstrate cost efficiency and effectiveness associated with pediatric nursing practice
- Develops evaluation methods to measure patient safety and effectiveness for interventions and outcomes
- Promotes activities that help others learn about benefits, risks and costs of the plan of care
- Initiates ongoing activities to analyze patient care systems in an effort to improve the quality of care provided to children and their families
- Uses aggregate data, in collaboration with others, to develop or revise systems to avoid duplication or gaps in service
- Advocates for the elimination of barriers to care and supports the optimal level of care for the child and family
- Develops innovative solutions and applies strategies to obtain appropriate resources for nursing initiatives
- Secures organizational resources to ensure a work environment conducive to completing the identified plan of care and outcomes
- Uses evaluation results to make or recommend process or structural changes, including policy, procedure or protocol revision, as appropriate
- Critically evaluates the manner in which environmental health issues are presented by the popular media

Pediatric CNS Competencies

- Differentiates outcomes that require care process interventions from those that require system-level interventions
- Contributes to the development and continuous improvement of organizational systems that support the plan of care process
- Facilitates utilization of systems and community resources to implement the plan of care
- Leads the design and development of interprofessional processes to address the situation or issue
- Assesses the quality of care provided to children and families across settings
- Utilizes organizational and community resources to formulate interprofessional plans of care
- Develops innovative solutions for child healthcare problems that address effective resource utilization and maintenance of quality

CLINICAL INQUIRY

Core CNS Competencies

- Employs evidence-based clinical practice guidelines to guide screening and diagnosis
- Analyzes data from consultations to implement practice improvements
- Uses effective strategies for changing clinician and team behavior to encourage adoption of evidence-based practices and innovations in care delivery
- Mentors health professionals in applying the principles of evidence-based care
- Analyzes research findings and other evidence for their potential application to clinical practice

ACCNS-P TEST PLAN
PEDIATRIC CNS (WELLNESS THROUGH ACUTE CARE)
VALIDATED COMPETENCIES

PAGE 12 OF 14

- Provides direction to enhance the effectiveness of the interprofessional healthcare team
- Promotes advanced practice nursing and role development by interpreting its role for patients, families and the community
- Designs innovations to effect change in practice and improve health outcomes
- Contributes to an environment that is conducive to clinical education of other healthcare providers, including teaching, mentoring and precepting
- Contributes to others' professional development to improve child healthcare and to foster the profession's growth
- Partners with other disciplines to enhance healthcare consumer outcomes through interprofessional activities, such as education, consultation, management, technological development or research opportunities
- Invites the contribution of the child, family and team members in order to achieve optimal outcomes
- Leads in establishing, improving and sustaining collaborative relationships to achieve safe, quality healthcare for children and their families
- Models expert practice to interprofessional team members and healthcare consumers
- Documents plan-of-care communications, rationales for plan-of care changes and collaborative discussions to improve child health outcomes
- Participates on interprofessional teams that contribute to role development, advanced pediatric nursing practice and healthcare
- Provides leadership in the coordination of interprofessional healthcare for integrated delivery of pediatric care services
- Synthesizes data and information to prescribe necessary system and community support measures, including modifications of surroundings
- Delegates appropriate activities according to the condition of the child and the relative skill and scope of practice of the caregiver
- Provides case management and clinical coordination of care using advanced data synthesis with consideration of the child's and family's complex needs and desired outcomes
- Coordinates system and community resources to achieve optimal quality of care, delivered in a cost-effective manner within an interprofessional team approach
- Negotiates health-related services and additional specialized care with the child, family, appropriate systems, agencies and providers across continuums of care
- Discusses referrals with the child, if age appropriate, and family
- Makes referrals to other healthcare providers and community service agencies as appropriate to meet the needs of the child with consideration of benefits and costs
- Ensures continuity of care throughout the healthcare referral process by implementing recommendations from referral sources

SYSTEMS THINKING

Core CNS Competencies

- Provides leadership in maintaining a supportive and healthy work environment
- Coordinates the care of patients with use of system and community resources to ensure successful health/illness/wellness transitions, enhance delivery of care and achieve optimal patient outcomes
- Performs system-level assessments to identify variables that influence nursing practice and outcomes, including but not limited to:
 - Population variables
 - Environment
 - System of healthcare delivery
 - Regulatory requirements
 - Internal and external political influences/stability
 - Healthcare financing
 - Recurring practices that enhance or compromise patient or system outcomes

ACCNS-P TEST PLAN

PEDIATRIC CNS (WELLNESS THROUGH ACUTE CARE)

VALIDATED COMPETENCIES

PAGE 10 OF 14

- Uses advanced communication skills to promote relationships between the child, family and caregiver to ensure an open discussion of the family's experiences and to improve healthcare outcomes
- Provides the child, if age or developmentally appropriate, and family with information about diagnostic and laboratory results, as well as effects and potential adverse effects of proposed prescriptive therapies
- Creates partnerships that promote sustainable environmental health policies and conditions
- Advocates for implementation of environmental principles for pediatric nursing practice
- Supports nurses in advocating for and implementing environmental principles in pediatric nursing practice
- Addresses patient safety with each client contact, incorporates safety standards in own practice and periodically evaluates safety of the practice environment
- Serves as an advocate for the unique needs of children and families within the healthcare system, including facilitating transitions across varying healthcare settings and the home

FACILITATION OF LEARNING

Core CNS Competencies

- Facilitates the provision of clinically competent care by staff/team through education, role modeling, team building and quality monitoring
- Provides education to individuals, families, groups and communities to promote knowledge, understanding and optimal functioning across the wellness-illness continuum
- Participates in preprofessional, graduate and continuing education of nurses and other healthcare providers:
 - Completes a needs assessment, as appropriate, to guide interventions with staff
 - Promotes professional development of staff nurses and continuing education activities
 - Implements staff development and continuing education activities
 - Mentors nurses to translate research into practice
- Contributes to the advancement of the profession as a whole by disseminating outcomes of CNS practice through presentations and publications
- Mentors staff nurses, graduate students and others to acquire new knowledge, and skills and develop their careers

Pediatric CNS Competencies

- Assists staff in developing and maintaining competency in the diagnostic process
- Employs diverse and complex strategies, interventions and teaching with the child and family to promote, maintain, restore and improve health, and to prevent illness and injury
- Synthesizes empirical evidence about risk behaviors, learning theories, behavioral change theories, motivational theories, epidemiology, genetics, culture and other related theories and frameworks when designing health education information and programs

RESPONSE TO DIVERSITY

Core CNS Competencies

- Develops age-specific clinical standards, policies and procedures
- Establishes collaborative relationships within and across departments that promote patient safety, culturally competent care and clinical excellence
- Designs health information and patient education appropriate to the patient's developmental level, health literacy level, learning needs, readiness to learn and cultural values and beliefs

Pediatric CNS Competencies

- Ensures that the care provided is consistent with the child's and family's needs and values and is within codes of ethical practice
- Makes decisions and initiates actions on behalf of children and their families in an ethical manner, taking into consideration the values of the child and family
- Analyzes the impact of social, political and economic influences on the environment and pediatric health exposures

ACCNS-P TEST PLAN
PEDIATRIC CNS (WELLNESS THROUGH ACUTE CARE)
VALIDATED COMPETENCIES

PAGE 9 OF 14

- Advocates for equitable patient care by:
 - Participating in organizational, local, state, national or international level of policy-making activities for issues related to their expertise
 - Evaluating the impact of legislative and regulatory policies as they apply to nursing practice and patient or population outcomes
- Promotes the role and scope of practice of the CNS to legislators, regulators, other healthcare providers and the public by communicating information that promotes nursing, the role of the CNS and outcomes of nursing and CNS practice through the use of the media, advanced technologies and community networks
- Advocates for the CNS/APRN role and for positive legislative response to issues affecting nursing practice
- Advances the profession through enhancing public awareness and health professional familiarity with the advanced practice pediatric nursing role and scope of practice
- Advocates for unrestricted access to quality, cost-effective care within healthcare agencies for children and families
- Uses relevant policy specific to children to direct appropriate patient care and to eliminate financial and legislative restrictions that limit access to healthcare
- Advocates for health team members, families and children, as appropriate, when conflicts in communication or decision making arise
- Influences decision-making bodies to improve child healthcare, health services and policies locally, regionally, nationally and internationally

Pediatric CNS Competencies

- Documents the comprehensive plan of care in a manner that allows access by the child, family and healthcare providers, as appropriate, and provides direction for the family and healthcare team as they focus on attaining expected outcomes
- Informs the child, as appropriate, and family of the risks, benefits and outcomes of healthcare regimens to support informed decision making by the child and family
- Ensures informed consent or age-appropriate assent for procedures, treatment and research, as appropriate
- Serves as an advocate for the child and family in developing policies and providing care to the child and family
- Contributes to the creation of individual and system responses to the resolution of ethical dilemmas
- Advocates for a process of ongoing ethical inquiry into patient care practices where varying perspectives are acknowledged and validated
- Applies ethically sound solutions to complex issues related to individuals, populations and systems of care
- Identifies and communicates the risks, benefits and outcomes of programs and decisions that may negatively affect healthcare delivery

CARING PRACTICES

Core CNS Competencies

- Evaluates nursing practice that considers safety, timeliness, effectiveness, efficiency, efficacy and patient-centered care
- Differentiates between outcomes that require care process modification at the individual patient level and those that require modification at the system level
- Leads development of evidence-based plans for meeting individual, family, community and population needs
- Determines nursing practice and system interventions that will promote patient, family and community safety
- Coaches patients and families to help them navigate the healthcare system
- Balances patient and family preferences, threats to patient safety and risk/benefit analysis of interventions, such as fall prevention, pain management and treatment choices
- Fosters professional accountability in self or others

Pediatric CNS Competencies

- Selects or designs strategies to meet the multifaceted needs of the complex pediatric patient
- Assumes responsibility for safe and efficient implementation of the plan

ACCNS-P TEST PLAN
PEDIATRIC CNS (WELLNESS THROUGH ACUTE CARE)
VALIDATED COMPETENCIES

PAGE 8 OF 14

- Identifies expected outcomes that incorporate cost and clinical effectiveness, the child's and family's expectations, and continuity and consistency among healthcare providers
- Incorporates the use of evidence-based clinical guidelines that support positive expected outcomes for the child
- Identifies assessment, diagnostic strategies and therapeutic interventions within the plan of care that reflect current pediatric healthcare practice, including data, research, literature and expert clinical knowledge
- Formulates the comprehensive plan of care, including educational interventions related to the child's health status, conventional and alternative therapies, self-care activities and coordination of comprehensive services to ensure continuity of care
- Supports the integration of clinical, human and financial resources to enhance and complete the decision-making processes
- Supports collaboration with nursing and other colleagues to implement the plan
- Incorporates new knowledge and strategies to initiate change in nursing care practices if desired outcomes are not achieved
- Actively participates in the development and continuous improvement of systems that support implementation of the plan
- Prescribes evidence-based treatments, therapies and procedures considering the child's comprehensive healthcare needs and based on current pediatric knowledge, research and practice
- Prescribes appropriate nonpharmacological interventions, including complementary and alternative therapies
- Prescribes pharmacologic agents based on current knowledge of pharmacogenetics, genomics and physiological principles that are both universal and unique to the care of children at each stage in their development
- Prescribes specific pharmacological agents and treatments based on clinical indicators, the child's status and needs, and results of diagnostic and laboratory tests
- Selects pharmacological and nonpharmacological treatments based on an evaluation of therapeutic and potential adverse effects
- Provides information to the family regarding agents the child should refrain from taking because of potential adverse effects on the child
- Provides the child (if age or developmentally appropriate) and family with information about costs, alternative treatments and procedures as appropriate
- Monitors current issues related to pharmacological agents, including off-label use and pediatric safe dosage for medications indicated for adults
- Orders appropriate medications and treatments utilizing evidence-based guidelines and protocols
- Evaluates diagnosis accuracy and the effectiveness of interventions and other variables in relation to the child's attainment of expected outcomes
- Adapts the plan of care according to the evaluation of the child's response
- Refers to best practice models to assist in evaluating outcomes
- Synthesizes an evaluation on a continual basis, as it relates to the effectiveness of care provided

ADVOCACY AND MORAL AGENCY

Core CNS Competencies

- Facilitates resolution of ethical conflicts:
 - Identifies ethical implications of complex care situations
 - Considers the impact of scientific advances, cost, clinical effectiveness, patient and family values and preferences, and other external influences
 - Applies ethical principles to resolving concerns across the three spheres of influence
- Promotes a practice climate conducive to providing ethical care
- Facilitates interdisciplinary teams to address ethical concerns, risks or considerations, benefits and outcomes of patient care
- Facilitates patient and family understanding of the risks, benefits and outcomes of proposed healthcare regimen to promote informed decision making

ACCNS-P TEST PLAN

PEDIATRIC CNS (WELLNESS THROUGH ACUTE CARE)

VALIDATED COMPETENCIES

PAGE 7 OF 14

In addition to classifying exam items according to the previous specifications, each item is written to reflect one of the following competencies validated through the study of practice. The following competencies are eligible for assessing knowledge of content.

CLINICAL JUDGMENT

Core CNS Competencies

- Conducts comprehensive, holistic, wellness and illness assessments using known or innovative evidence-based techniques and tools, and direct and indirect methods
- Obtains data about context and etiologies (including both non-disease and disease-related factors) necessary to formulate differential diagnoses and plans of care, and to identify and evaluate outcomes
- Assesses the effects of interactions among the individual, family, community and social systems on health and illness
- Synthesizes assessment data, advanced knowledge and experience using critical thinking and clinical judgment to formulate differential diagnoses for clinical problems amenable to CNS intervention
- Prioritizes differential diagnoses to reflect those conditions most relevant to signs, symptoms and patterns amenable to CNS interventions
- Selects interventions that may include, but are not limited to:
 - Application of advanced nursing therapies
 - Initiation of interdisciplinary team meetings
 - Consultations and other communications to benefit patient care
 - Management of patient medications
 - Clinical procedures and other interventions
 - Psychosocial support, including patient counseling and spiritual interventions
- Designs strategies, including advanced nursing therapies, to meet the multifaceted needs of complex patients and groups of patients
- Develops evidence-based clinical interventions and systems to achieve defined patient and system outcomes
- Prescribes pharmacologic interventions
- Prescribes non-pharmacologic interventions

- Prescribes diagnostic measures
- Prescribes equipment
- Prescribes treatments
- Provides direct care to selected patients based on the needs of the patient and the CNS's specialty knowledge and skills
- Assists staff in the development of innovative, cost-effective programs or protocols of care
- Determines when evidence-based guidelines, policies, procedures and plans of care need to be tailored to the individual
- Assesses the impact of environmental/system factors on care

Pediatric CNS Competencies

- Conducts comprehensive physical, mental health and developmental assessments
- Analyzes the family system to identify factors that might influence the health of the child and family
- Screens for evidence-based risk factors (e.g., unsupervised after school, abuse, bullying and relationships with peers and siblings)
- Initiates and interprets age-appropriate and condition-specific laboratory tests and diagnostic procedures
- Systematically compares and contrasts clinical findings with normal and abnormal variations and developmental events in formulating a differential diagnosis that encompasses anatomical, physiological, motor, cognitive, developmental, psychological and social behavior across the pediatric life span
- Utilizes complex data and information obtained during interview, examination and diagnostic procedures in identifying diagnoses
- Interprets age-, developmental- and situational-appropriate screening and analytic studies essential in the diagnosis and management of the child with a health condition
- Applies evidence-based clinical practice guidelines to guide screening and diagnosis