UW HEALTH JOB DESCRIPTION

CLINICAL NURSE SPECIALIST, PEDIATRIC DIABETES

Job Code: 800027  FLSA Status: Exempt  Mgt. Approval: A. Moseley  Date: 1.2019
Department: Nursing, 1752  HR Approval: M. Buenger  Date: 1.2019

JOB SUMMARY

The Clinical Nurse Specialist (CNS) for Pediatric Diabetes provides leadership for the nursing care and management of pediatric patients with diabetes. The CNS is responsible for assessment, planning, implementation and evaluation of patient and family education related to diabetes. Major emphasis will be placed on diabetes-related nursing care practices and patient education within AFCH. Responsibilities include, but are not limited to:

- Role modeling best practice in the area of diabetes care and education, inspiring AFCH clinical staff to actively engage in evidence-based diabetes care practices.
- Assessing learning needs and directly providing high quality patient and family centered diabetes education, particularly in terms of the acquisition of age appropriate self-care knowledge and skills.
- Collaborating with Learning Center and CNS colleagues, and providing leadership in terms of prioritizing and meeting educational needs of patients with diabetes and other patients as well as addressing complex learning issues and barriers.
- Collaborating with clinical leaders and other team members to ensure a well-coordinated, interdisciplinary program of care and education across settings.
- Identifying key programmatic outcomes specific to diabetes self-care management, analyzing current educational initiatives, planning for improvements, and systematically integrating them into practice to ensure positive patient outcomes.
- Utilizing evidence-based practices to continually improve, implement, and evaluate diabetes education practices across the continuum of care.
- Integrating related research into practice and participating in research studying key aspects of diabetes care.
- Developing, implementing, and evaluating standards of care and/or protocols that result in changes to improve patient care, practice and/or systems.

The CNS works collaboratively with the Pediatric Diabetes interdisciplinary team, pediatric specialty and inpatient clinical nurse managers, inpatient and ambulatory CNSs, Learning Center staff, and other key stakeholders. The CNS possesses a high degree of clinical skill and knowledge and is active in the performance evaluation of staff related to their provision of diabetes education. The CNS applies innovative teaching strategies and methodologies in order to provide for a cost-effective and well-executed program of diabetes education. The incumbent is responsible for formative and summative program evaluation and demonstrates a high degree of independence in program management.

MAJOR RESPONSIBILITIES

Expert Clinician
- Provides expert nursing care in an expanded role to patients with diabetes
  - Provides consultation to nursing, pharmacy, medical staff, and others in inpatient units and ambulatory settings to development, implement, and evaluate a comprehensive plan of care for patients with diabetes to achieve desired patient outcomes.
  - Directly provides high quality patient and family centered diabetes education, particularly in terms of understanding diabetes routines and the acquisition of age appropriate self-care knowledge and skills.
  - In a collaborative practice provides follow-up care in the ambulatory setting as necessary to ensure positive patient outcomes.

Patient and Family Education
- Role models best practice in the area of diabetes education and management.
- Develops and operationalizes a philosophy of learning for patients and families with diabetes. Utilizes an empowerment model to create patient and family partnerships, employing strategies that foster age appropriate diabetes self-management.
- Systematically assesses learning needs and provides high quality education to patients with diabetes and their families, particularly to those with complex learning needs and barriers.
- Tailors educational interventions to match the patients’ and families’ unique learning needs and barriers (e.g., current level of understanding, developmental status, cultural and language needs, impaired vision or hearing, etc.) and preferences (e.g., hearing, seeing, doing).
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Staff Education/Consultation
- Consults with clinical staff and others as indicated (e.g., in-hospital, clinics, home health, schools, daycares, etc.) concerning diabetes nursing care and patient learning issues.
- Communicates pertinent information with key clinicians in a timely manner. Utilizes appropriate documentation tools and verbal skills for effective communication.
- Establishes collaborative relationships with physician staff and other members of the team for effective interdisciplinary diabetes education and management across the continuum.
- Provides pediatric diabetic educational in-services within UWHC/AFCH and the community setting as indicated to ensure positive patient outcomes.

Clinical Program Development
- Continually evaluates diabetes care resources and care delivery model to maximize outcomes as defined by the various stakeholders.
- With the Diabetes Management Interdisciplinary Team, Learning Center, CNS colleagues, and others, designs a cost-effective, well-coordinated master plan that recognizes the complexities of pediatric patients diagnosed with diabetes and achieves quality care across the continuum.
- Ensures competency of staff to meet both internal and external standards of care including regulatory standards.
- In collaboration with appropriate team members develops, implements, and evaluates processes that contribute to efficient, cost-effective diabetes care.
- Develops and evaluates pertinent learning tools and resources (e.g., Health Facts for You, guidelines, standards of care, plans of care, order sets,) Evaluates and makes available best practice videos, commercially-produced diabetes materials, Getting Started insulin kits, etc.)
- In collaboration with team members design, implement, and evaluate a transition to adult program.

Leadership
- Actively participates on committees within UWHC, AFCH, and the community intended to enhance the care of children diagnosed with diabetes and their families.
- Works collaboratively with other colleagues to improve patient care and advance nursing practice.
- Develops and evaluates policies, procedures, standards of care, guidelines, and order sets pertinent to the program
- Promotes the delivery of cost effective, efficient, high quality care.
- Participates in appropriate community outreach activities (e.g. JDRF) as a pediatric diabetic nurse expert.

Research, Publication and Presentation
- Integrates new knowledge about diabetes and disease management into practice.
- Designs and conducts evidence-based practice and quality improvement activities related to the nursing care and management of patients with diabetes and their families.
- In collaboration with researchers and clinical experts, evaluates effectiveness of select diabetes initiatives.
- Participates in professional organization activities. Serves as member of city, regional and/or national advisory groups.
- Advances the practice of nursing through publications and presentations.

Other Duties as Assigned.

ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.

<table>
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<tr>
<th>JOB REQUIREMENTS</th>
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<tbody>
<tr>
<td><strong>Education</strong></td>
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<td><strong>Work Experience</strong></td>
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<td><strong>Licenses &amp; Certifications</strong></td>
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Required Skills, Knowledge, and Abilities

- Knowledge of educational principles as they relate to patients and families; demonstrated excellence in patient and family education and diabetes education and self-care management.
- Knowledge and experience in development, implementation, and evaluation of clinical programs.
- Demonstrated leadership abilities.
- Excellent written and verbal communication skills.
- Knowledge of multiple computer applications including word processing and PC based presentation software.

AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

<table>
<thead>
<tr>
<th></th>
<th>Infants (Birth – 11 months)</th>
<th>Toddler (1 – 3 years)</th>
<th>Preschool (4 – 5 years)</th>
<th>School Age (6 – 12 years)</th>
</tr>
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<tbody>
<tr>
<td>X</td>
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<tr>
<th></th>
<th>Adolescent (13 – 19 years)</th>
<th>Young Adult (20 – 40 years)</th>
<th>Middle Adult (41 – 65 years)</th>
<th>Older Adult (Over 65 years)</th>
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<tr>
<td>X</td>
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JOB FUNCTIONS

Review the employee’s job description and identify each essential function that is performed differently based on the age group of the patient.

PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.

<table>
<thead>
<tr>
<th>Physical Demand Level</th>
<th>Occasional Up to 33% of the time</th>
<th>Frequent 34%-66% of the time</th>
<th>Constant 67%-100% of the time</th>
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<tr>
<td><strong>Sedentary:</strong> Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.</td>
<td>Up to 10#</td>
<td>Negligible</td>
<td>Negligible</td>
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<td><strong>Light:</strong> Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.</td>
<td>Up to 20#</td>
<td>Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls</td>
<td>Negligible or constant push/pull of items of negligible weight</td>
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<td><strong>Medium:</strong> Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying of objects weighing up to 25 pounds.</td>
<td>20-50#</td>
<td>10-25#</td>
<td>Negligible-10#</td>
</tr>
<tr>
<td><strong>Heavy:</strong> Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying of objects weighing up to 50 pounds.</td>
<td>50-100#</td>
<td>25-50#</td>
<td>10-20#</td>
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<td><strong>Very Heavy:</strong> Ability to lift over 100 pounds with frequent lifting and/or carrying of objects weighing over 50 pounds.</td>
<td>Over 100#</td>
<td>Over 50#</td>
<td>Over 20#</td>
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Other - list any other physical requirements or bona fide occupational qualifications not indicated above:

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.