



ITNS Board Nursing Competencies

Administration

Effective administrative leadership requires strategic planning, knowledge of healthcare environments, and business acumen.

- Identification of major goals and objectives for the workgroup and their congruence with those of the larger organization
- Development of action plans to achieve goals and objectives, incorporating an understanding of priorities, assignment of leads, development of timelines, and identification of metrics for success
- Fostering shared decision making with all stakeholders (administrators, advanced practice nurses, staff nurses, patients, and family members)
- Financial decision making, including allocation of resources, staffing decisions, equipment purchases, etc.
- Participation on multi-professional teams to define and advance the role of the transplant nurse
- Participation on committees, councils and teams within and outside of transplant nursing

Clinical Care

The transplant nurse and transplant coordinator provide expert care for vulnerable and high-risk populations with the goal of optimizing patient outcomes.

- Exhibits strong clinical reasoning capabilities which include clinical decision making, critical thinking, and a global perspective, based on sound nursing skills acquired through a process of integrated formal and informal experience and knowledge of evidence-based guidelines
- Understands and contributes to the science of transplant nursing by possessing a well-developed sense of inquiry, staying abreast of current literature, and by developing clinical questions that demonstrate understanding and application of evidence-based practice
- Interacts with staff and provides coaching at the bedside to coordinate all facets of patient care with the multidisciplinary team
- Facilitates the adoption of change to improve health outcomes through evidence-based practice
- Demonstrates mastery of the principles of family-centered and age-appropriate care, including dignity and respect, information sharing, participation, and collaboration.

Education/Professional Development

Quality, state-of-the-art educational content and delivery mechanisms are critical to building a competent, educated, and high-functioning nursing workforce. This requires diverse learning



methodologies, modern technologies, and interdisciplinary approaches to knowledge and skills-based training, that is content-rich and in alignment with the transplant nursing core curricula.

- A background in educational design and/or the nursing accreditation system
- Participation in the formal education or mentorship of students and other healthcare professionals
- Experience in the development and dissemination of educational content to diverse audiences using multiple delivery modalities

Quality Improvement

Transplant nurses have a responsibility to participate in, direct, and advance quality patient care through systematic and continuous actions that lead to measurable improvement in health services.

- Responsibility for or involvement in quality improvement initiatives and programs at the unit, institutional, community, or national level
- Research knowledge based upon best practice and available evidence to continuously improve quality of clinical practice
- Assessment of the relationships among access, cost, quality, and safety and their influence on health care
- Understanding of how organizational structure, care processes, financing, marketing, and policy decisions can impact the quality of health care
- Knowledge of variations in practice and experience implementing interventions to ensure quality

Research

Transplant nurses' contribution to the cultivation and advancement of basic and clinical research is imperative for the future of health care and nursing. This scientific inquiry typically uses an organized approach or design (qualitative, quantitative or mixed methods) to provide answers to the research question or to develop knowledge.

- Thorough understanding of nursing research development, process, and translation into the practice setting
- Critical analysis and integration of scientific evidence from nursing, social sciences and medicine to improve nursing practice and patient care outcomes
- Leadership in scientific inquiry independently and/or in partnership with other researchers to provide evidence for bedside practitioners
- Leadership in the planning and execution of multidisciplinary scientific inquiry
- Dissemination of current and new evidence to the transplant audience through publication, media or other methods