

COACHING GUIDE for the Lantern Award Application

Coaching Guide by Application Section

Each section of the Lantern Award application is presented with background information and supporting evidence described. This information is provided to assist your team in a successful journey to the Lantern Award.

Note: Successful applications demonstrate a **variety** of initiatives, projects, and/or process improvements throughout the application with **quantifiable outcomes**, sustained improvements, and innovative processes.

Education (Sections I - L)

Questions in this section focus on demonstration of instilling knowledge and competency through quality and accessible education.

Education: Section I

The integration of nurses into the collective culture of a department requires meaningful and structured educational experiences at various points in time with participation from members of a multidisciplinary team. The orientation period is a time frame when essential knowledge and skills are appraised, provided and monitored to assure safe care delivery in any setting. The constructive feedback provided by peers supports the ongoing development and opportunities for improvement for the nurse.

Opportunities for ongoing professional development continue through the entire nursing career, and the skills of leadership are forged in the practice setting.

A formal structure for the development of values, norms, and knowledge is associated with settings where mentoring is fostered.

The scope of knowledge and skills required of emergency nurses is continually expanding. Top emergency nurses are not only cognizant of their patients' needs but also have their finger on the pulse of their nursing specialty.

The right educational resources can mitigate the challenges that emergency departments have in bringing new nurses up to speed and help experienced nurses keep their professional knowledge current.

The Evidence

Question I.3 - Construct commentary on the orientation program for new staff and mentoring in your setting. Be succinct but provide sufficient details for an understanding of all the educational elements.

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Question I.4 - Narrative should include descriptions related to competency assessment, ongoing staff and leadership development, career advancement, and other essential facets of the educational programs.

Question I.5 - Describe how mentoring occurs in the setting and the individuals involved.

Question I.6 - Support for staff participation in professional associations, conferences and degree advancement/certification should be identified.

Question I.7 - A narrative is required to describe the opportunities for nurses to advance the knowledge and practice of the specialty of emergency nursing. Provide a description of the leadership's contributions to the specialty through participation in, and/or development of, educational opportunities, practice, and involvement in current issues.

Verification and Memberships: Section J

The National Council of State Boards of Nursing indicates that nursing licensure requirements vary by state. The State Boards of Nursing are responsible for evaluating nursing license applications, for administering the licensure exams, and for making sure that licensed nurses operate according to the ethical and legal guidelines that the State Board has established in accordance with the federal government.

The individual job descriptions of nurses practicing in a specific organization; however, can also contain required verifications for the registered nurse in a specific position in that setting.

The Evidence

Question J.1 - Evidence needed to complete this question is identification of the types of verifications required in the job description of the registered nurse in the emergency department.

Question J.2 - The percentage of emergency nurses with current membership in professional nursing associations is needed as well.

Certifications: Section K

Certification represents a personal and organizational commitment to excellence. It is a formal recognition of the knowledge, skills, and experience that a nurse demonstrates in a specialty that is granted by a nationally recognized certifying body.

Emergency nursing is a specialty area of the nursing profession that provides care for individuals across the life span. This requires the nurse to have both general and specific knowledge about a variety of illnesses and injuries for all ages.

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Certified nurses can make a significant contribution to the advancement of their profession and their specialty by contributing to local, regional and national efforts in practice, quality, safety, and injury prevention.

The Evidence

Questions K.1-K.3 - Various metrics on the percentages of certified nurses in the emergency department are required.

Nursing Education: Section L

Professions are known to change over time in response to needs, influences and expectations of the individuals who practice in that profession. Public opinion, health care reform and policy, public health need, educational costs, and other factors have affected the entry into practice for many professions including nursing.

Nurses can trace their educational roots to various types of preparation programs and bring those perspectives into the collaborative work environment of emergency nursing.

The Evidence

Question L.1 - The educational profile of the nurses practicing in the emergency department is required to answer this section of the application. Answers are to be given in percentages.

If you have questions, please contact LanternAward@ena.org.