

May 17, 2024

We are pleased to announce the 2024 Nursing Career Ladder Guidebook and Application have been updated to further promote your professional development. Both documents are now available in PolicyStat and on Education Pathways via Rivernet.

The Nursing Career Ladder is designed to promote career advancement and a culture of collaboration, mentorship, and support among staff and the community. By investing in your own professional growth, you are enhancing the quality of care provided to our patients and the community. Additionally, you are taking an active part in supporting our Nursing Strategic Plan mission: *Working together across the continuum to provide patient-centric, evidence-based, compassionately delivered care.*

The Nursing Career Ladder utilizes the Benner Novice to Expert Model as a conceptual framework to define the ladder levels in a meaningful way. Each level of the Nursing Career Ladder has activity requirements, with associated point ranges, across various categories. The categories are the Five Pillars that align with the Riverside global performance standards: **People, Service, Quality, Finance, and Growth**. The updated level requirements are outlined below.

- **CN I** – Nurse must earn **10-19 points across two categories** on the Nursing Career Ladder Grid.
- **CN II** - Nurse must earn **20-29 points across three categories** on the Nursing Career Ladder Grid. Minimum BSN degree or proof of enrollment in BSN or higher program with an expected graduation date within the next 12 months.
- **CN III** - Nurse must earn **30-39 points across four categories** on the Nursing Career Ladder Grid. Minimum BSN or higher Nursing degree. Minimum BSN or higher Nursing degree. **25%** of points must be accrued through Leadership activities.
- **CN IV** - Nurse must earn **greater than 40 points across all five categories** on the Nursing Career Ladder Grid. Minimum BSN or higher Nursing degree **and** national certification required. **40%** of points must be accrued through Leadership activities.

Please note: With the support of our Chief Nursing Officer, Kathy O’Grady, the Professional Development Council will be coordinating the creation of a Career Ladder to support the professional growth of Licensed Practical Nurses.

For questions regarding the Nursing Career Ladder, please reach out to:

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