



Benefis Health System
Great Falls, Montana

Nursing Professional Growth Program

The Nursing Professional Growth Program rewards nurses who go above and beyond what is expected in delivering direct patient care. The program promotes leadership and facilitates quality patient outcomes and safety. Those who participate can help develop and improve clinical practice and patient care.

To be eligible for the Nursing Professional Growth Program, you must:

- Have direct patient care responsibilities.
- Have a competent evaluation, in which 100% of the job requirements are met.
- Demonstrate these two components:
 - Clinical Practice Components—direct care expertise, critical thinking abilities, and decision-making skills.
 - Professional Practice Components—continuous improvement, standards of care, and stewardship.

Application Process

If you are interested in participating in the Nursing Professional Growth Program, talk with your manager, complete an application, and submit it to the Professional Growth Board for advancement. Applications are accepted quarterly by March 1, June 1, Sept. 1, and Dec. 1. Once a level of practice has been achieved, you will be required to submit documentation demonstrating that the criteria has been maintained each subsequent year. In addition to the recognition received and the job satisfaction attained for practicing at a professional level, you will be rewarded with a bonus. Bonuses will be paid quarterly in January, April, July, and October.

Interested? Applications for the Nursing Professional Growth Program can be found on [BenefisConnect](#).

Benefis
HEALTH SYSTEM

Nursing Professional Growth Program

Level of Competency	Novice Three-year limit at novice level.	Proficient Must have two years in the same field.	Expert Must have five years in the same field.
Professional Practice Components	<p>Completes three points from the following:</p> <ul style="list-style-type: none"> • Committees • Committees Chaired • Teaches Classes • Precepting • Mentoring • Special Projects • Community Involvement • Education • Professional Development and Advancement • Flexibility • Leadership Role • Professional Recognition • Evidence-Based Practice • Mentoring Into Professional Growth Program 	<p>Completes six points from the following (must have at least four components):</p> <ul style="list-style-type: none"> • Committees • Committees Chaired • Teaches Classes • Precepting • Mentoring • Special Projects • Community Involvement • Education • Professional Development and Advancement • Flexibility • Leadership Role • Professional Recognition • Evidence-Based Practice • Mentoring Into Professional Growth Program 	<p>Completes nine points from the following (must have at least five components):</p> <ul style="list-style-type: none"> • Committees • Committees Chaired • Teaches Classes • Precepting • Mentoring • Special Projects • Community Involvement • Education • Professional Development and Advancement • Flexibility • Leadership Role • Professional Recognition • Evidence-Based Practice • Mentoring Into Professional Growth Program
Clinical Practice Components	<p>Demonstrates four or more of the following characteristics in nursing practice:</p> <ul style="list-style-type: none"> • Clinical Judgment • Advocacy and Moral Agency • Caring Practices • Collaboration • Systems Thinking • Response to Diversity • Facilitation of Learning • Clinical Inquiry 	<p>Demonstrates four or more of the following characteristics in nursing practice:</p> <ul style="list-style-type: none"> • Clinical Judgment • Advocacy and Moral Agency • Caring Practices • Collaboration • Systems Thinking • Response to Diversity • Facilitation of Learning • Clinical Inquiry 	<p>Demonstrates five or more of the following characteristics in nursing practice:</p> <ul style="list-style-type: none"> • Clinical Judgment • Advocacy and Moral Agency • Caring Practices • Collaboration • Systems Thinking • Response to Diversity • Facilitation of Learning • Clinical Inquiry
Focus	Shift to Shift	Unit Involvement	Global Involvement
Bonus	\$2,000 yearly over four quarters	\$3,000 yearly over four quarters	\$5,000 yearly over four quarters