

## Background

The Clinical Nurse Achievement Program (CNAP) was developed to inspire development and reward continuous growth. Nurses' participation in the program demonstrate a commitment to lifelong learning, nursing excellence, and professional accountability. The program empowers nurses to be autonomous and own their clinical practice. It is critical for organizations to acknowledge nurses' goals to continue professional development (3).

A nurse has the capability to earn a financial bonus through the program. The CNAP bonus structure includes education, nursing specialty certification, and the minimum number of points that are required to earn a specific percentage. Percentage of eligible earnings include percentages of 1%, 3%, 4%, and 5%. Compensation calculates the bonus dollar amount earned, based on the nurse's eligible earnings during the program period.

Participation Criteria and Award Percentages

CNAP Bonus Structure				
% of eligible earnings July 1 – June 30	1%	3%	4%	5%
Education (minimum)	ADN	BSN <i>Enrolled in Program</i>	BSN	Graduate or Doctoral Degree <i>Enrolled in Program</i>
Nursing Specialty Certification	Not Required	Required	Required	Required
Points Required (minimum)	10	20	30	40 Graduate or Doctoral Degree
				50 Graduate or Doctoral Degree <i>(Enrolled in Program)</i>

Points can be obtained for items that are completed in categories. Categories include, innovation, education, collaboration, quality improvements, evidence-based practice and research, and commitment to practice.

The Outpatient Clinical Committee – Professional Development Council (OCC PDC) consulted with key stakeholders within the organization to develop methods to increase CNAP participation within the outpatient division.

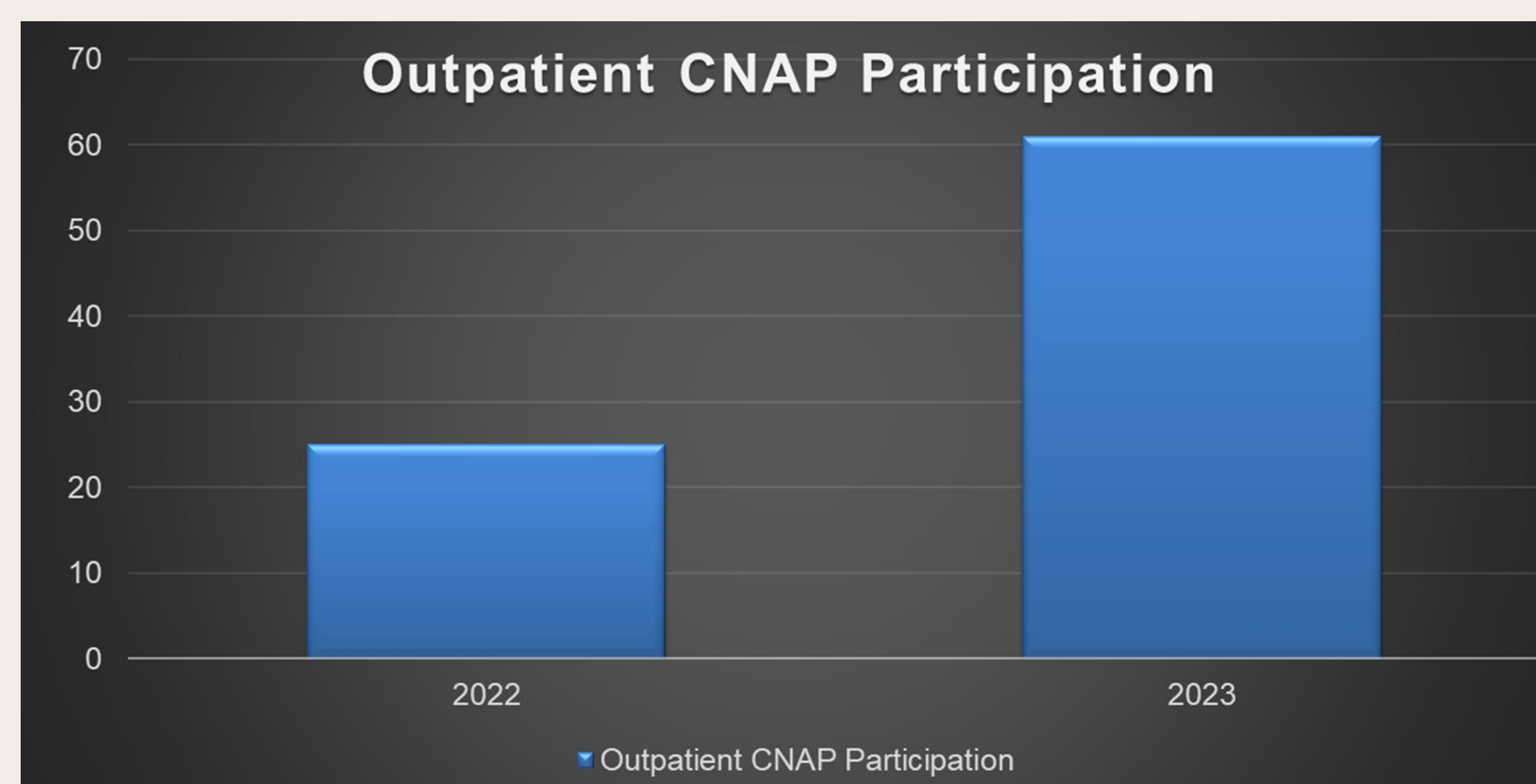
## Method

Methods incorporated a formulation of a CNAP roadshow, rounding on the outpatient clinics, provided sample packets, and construction of resources for staff to contact council members to address barriers. Roadshows are utilized to create a culture of encouragement (1). Council members disseminated available resources for CNAP completion and submission.

Dissemination to clinics was streamed via councils, workgroups, and with a focus on non-clinical leadership engagement. CNAP was converted to an electronic submission version for the period of 2022-2023, as the submission process was previously addressed as a barrier.

## Results

Post-data reflected an increase to CNAP participation within the ambulatory division. Within the year CNAP participation increased from 25 nurses to 61 nurses in the outpatient setting, equivalent to a 144% increase.



## Summary

The CNAP rewards and recognizes the contributions of nurses that impact the organization and patients. Road shows, listening tours, and structured group discussions have the ability to support cultural change (2).

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