

QUALITY ASSURANCE NURSE EDUCATOR

DISTINGUISHING FEATURES OF THE CLASS: A Quality Assurance Nurse Educator provides leadership to the Quality Assurance and Performance Improvement (QAPI) initiatives across all facility disciplines, as well as coordinates all aspects of the facility Restorative Nursing Programs. Responsible for identifying performance improvement opportunities and providing leadership in the data collection, analysis and reporting function. Responsible for maintaining regulatory compliance related to the delivery of resident care, and remains abreast of organizational, industry and regulatory initiatives/standards applicable to skilled nursing care. Provides leadership to select clinical initiatives designed to improve resident quality of care and clinical outcomes. Responsible to oversee the development/delivery of educational programming that meets regulatory requirements and contributes to performance improvement within the facility. Work is performed under the general supervision of the Nursing Home Administrator. A Quality Assurance Nurse Educator does related work as required.

TYPICAL WORK ACTIVITIES:

- Identifies opportunities for improvement through analysis of data, observation of operations and consultation with leadership, staff, residents, families, and other stakeholders;
- Organizes and facilitates the quality committee and its meetings by guiding discussion around performance measures, and prioritizing and developing quality efforts;
- Identifies staff training needs to support QAPI;
- Leads performance improvement projects and provides education and coaching in order to build needed skills in others to lead Performance Improvement Project (PIP);
- Creates processes to design and charter performance improvement projects that includes establishment of indicators of success;
- Coaches staff, management, and practitioners on how to problem solve, including how to analyze causes and contributing factors;
- Identifies resources and tools to support improvement efforts;
- Works with the administrator to secure resources for performance improvement work;
- Manages the financial, material and human resources allocated to carry out QAPI work;
- Encourages staff member involvement in QAPI;
- Coordinates with directors/managers to ensure QAPI efforts are integrated into all operations and departments, including staff responsibilities;
- Identifies and manages potential barriers to the success of QAPI efforts;
- Assists teams working on QAPI efforts to identify any unintended consequences of changes that are put in place in order to avoid negative impact on overall performance;
- Communicates regularly on the progress of QAPI work to leadership and staff, including the progress of performance improvement projects;
- Designs a process for and conduct an evaluation of QAPI efforts (at least annually).
- Facilitates a discussion within the quality committee for this annual review;
- Coordinates with therapy services and nursing services to establish restorative needs for residents;
- Provides oversight of all Restorative Nursing staff including employee scheduling, program scheduling, and compliance;

- Adheres to all regulations set forth by Center for Medicaid & Medicare Services (CMS) regarding Restorative Nursing Program.

FULL PERFORMANCE KNOWLEDGES, SKILLS, ABILITIES, AND PERSONAL CHARACTERISTICS: Good knowledge of data collection, data analysis methodology, and performance improvement methods needed to support and lead QAPI; Good knowledge of Point Click Care systems; ability to work independently, ability to organize and prioritize appropriately; ability to communicate effectively, both written and verbal; Ability to analyze and present data in a clear, understandable way; ability to complete work through collaborative efforts with a broad group of individuals; Ability to complete work and meet deadlines; Strong computer skills, with ability to utilize spreadsheets and graphic programs to produce bar graphs and charts; Strong interpersonal skills.

MINIMUM QUALIFICATIONS: Possession of a license and current certification to practice as a Registered Professional Nurse in New York State and either:

A.) Graduation from a regionally accredited or New York State registered college or university with a baccalaureate degree in nursing, or a health or human services field and year experience in teaching or overseeing a quality assurance program ;

OR

B.) Three (3) years of experience as a Registered in a long term care setting, one of which must have included teaching or overseeing a quality assurance program.

SPECIAL REQUIREMENT FOR APPOINTMENT: Possess and maintain a valid license to drive in New York State.

CATTARAUGUS COUNTY CIVIL SERVICE

Adopted: 11/18/19