AADNS’s Body of Knowledge for the Role of Director of Nursing Services in Long-Term Care

Guide to the AADNS Certification Program and Increasing Competence

“This is a first of its kind.”

—Susan LupPlace, MSN, RN
Independent Healthcare Consultant

“I have been a DON for 30 years and this is the most comprehensive description of the skill set that a DON needs that I have ever seen. It is outstanding!”

—Shelley Acus, RN, DNS-CT, QCP
Director of Nursing Services
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Summary of Domains and Tasks List

Domain #1: Principles of Leadership
Task 1: Promotes organizational vision, mission, and values
Task 2: Applies the principles of leadership and management skills in the nursing department
Task 3: Effectively uses different types of leadership styles to impact team function
Task 4: Applies principles of leadership as a role model
Task 5: Develops and fosters activities and functions of the nursing management team
Task 6: Leads the nursing department in interdisciplinary team collaboration

Domain #2: Individual Skills for Management and Supervision
Task 1: Promotes the role of the manager in the nursing department
Task 2: Ensures team compliance with laws governing the organization, residents, employees, and the environment
Task 3: Employs effective interpersonal communication skills
Task 4: Implements effective human resource management

Domain #3: Organizational Oversight and Management
Task 1: Applies principles of systems thinking for quality outcomes in the nursing department
Task 2: Implements principles of staff competencies
Task 3: Describes principles and processes for clinical surveillance of nursing systems
Task 4: Utilizes nursing knowledge for oversight of the nursing department in specific resident care areas

Domain #4: Business Acumen for the DNS
Task 1: Understands the DNS's role in horizontal and vertical organizational hierarchies
Task 2: Implements effective strategic planning processes
Task 3: Applies principles of fiscal management
Task 4: Describes the current healthcare environment impacting post-acute care
Task 5: Applies principles of informatics and technology management to long-term care (LTC)
Task 6: Engages marketing and public relations for the nursing department

Domain #5: Quality Improvement in the Nursing Department
Task 1: Applies the components of quality assurance and performance improvement (QAPI)
Task 2: Describes how Quality Measures are used as outcome measures
Task 3: Understands the Five-Star Quality Rating System and can evaluate nursing department performance based on the findings

Domain #6: Regulatory Compliance
Task 1: Demonstrates skills for continuous regulatory survey readiness
Task 2: Applies principles of regulatory survey management
Task 3: Ensures the system for ongoing compliance and ethics is implemented in the nursing department
Task 4: Implements principles of resident rights and safety
Task 5: Creates systems to address risk management

Domain #7: Professional Development
Task 1: Applies knowledge of nursing staff scope of practice in the organization of care delivery
Task 2: Engages in the development of one's personal and professional competencies
Task 3: Engages in advocacy to enhance the profession of nursing and resident care
# DNS Career Ladder—From Novice to Expert

## NURSING DOMAINS

<table>
<thead>
<tr>
<th>Clinical</th>
<th>Quality</th>
<th>Compliance</th>
<th>Reimbursement</th>
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## MASTERY LEVEL

Certified Director of Nursing Services

## ADVANCED LEVEL

- **Director of Nursing**
- **Assistant Director of Nursing**
- **Certified Infection Control & Prevention Specialist**
- **Certified Gerontological Nurse**
- **Certified Wound Care Nurse**

- **Certified Rehabilitation Nurse**
- **Certified Restorative Nurse**
- **Certified Staff Development Nurse**
- **Certified Quality Specialist**
- **QAPI Certified Specialist**

- **Certified Risk Manager**
- **Certified Nurse Assessment Coordinator**

## MID LEVEL

- **Case Manager**
- **House/Shift Supervisor**
- **Infection Control & Prevention Specialist**
- **Unit Manager/Resident Care Coordinator**

- **Nursing Informaticist**
- **QAPI Nurse**
- **Restorative Nurse**
- **Safety Specialist**
- **Staff Development Nurse**

- **Compliance Nurse**
- **Liability Mitigation Nurse**
- **Adverse Event Investigator**

## ENTRY LEVEL

- **Registered Nurse**
- **Licensed Practical/Vocational Nurse**
- **Certified Nursing Assistant**

Long-term care offers an array of job opportunities for nurses. From entry level to advanced skill levels, long-term care nurses can broaden their career by crossing a spectrum of nursing domains. Use this career map to discover where long-term care can take you!