

Nurse Practitioner Professional Development Ideas

Organized by Throughput Area and Resource Level

Throughput Area	Single Practitioner Practice (Low Resources)	Small Group Practice (Medium Resources)	Large Practice or Hospital (High Resources)
Competency Management	<ul style="list-style-type: none"> – Complete periodic self-assessments using free online competency checklists – Arrange ad-hoc peer-review of clinical notes with a nearby NP colleague – Use free modules (e.g., CDC, AANP) for competency refreshers 	<ul style="list-style-type: none"> – Hold monthly team competency reviews with shared checklists – Develop mentor-mentee pairs for skill validation – Run quarterly hands-on skills sessions (e.g., injections, suturing, etc.) 	<ul style="list-style-type: none"> – Implement a formal LMS with competency-tracking dashboards – Schedule regular simulation-lab trainings with trained facilitators – Sponsor external certification & credentialing courses
Education	<ul style="list-style-type: none"> – Subscribe to free podcasts & webinars (e.g., Pharmacology, Guidelines updates) – Curate a personal journal reading schedule – Leverage open-access e-learning modules (e.g., Medscape) 	<ul style="list-style-type: none"> – Host bi-monthly lunch-and-learn sessions rotating topic leads – Pool funds to invite local guest speakers or specialists – Maintain a shared digital library of key texts & articles 	<ul style="list-style-type: none"> – Roll out an enterprise e-learning platform with required CE modules – Hire/appoint a dedicated education coordinator – Offer institution-wide grand rounds & interdisciplinary seminars
Role Development	<ul style="list-style-type: none"> – Keep a reflective practice journal focusing on leadership challenges – Participate in online NP leadership forums – Enroll in occasional free leadership webinars 	<ul style="list-style-type: none"> – Establish a peer-mentoring circle for leadership skill-building – Organize cross-specialty “role-shadow” days – Run periodic in-house leadership workshops (e.g., conflict resolution) 	<ul style="list-style-type: none"> – Create a formal NP leadership development program with cohorts – Offer executive coaching and 360° feedback assessments – Embed NPs in leadership committees & project teams

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Collaborative Partnerships	<ul style="list-style-type: none"> – Network via local NP list-serves & professional social media groups – Collaborate informally with nearby MDs/PAs on shared patients – Join a state NP association at the individual level 	<ul style="list-style-type: none"> – Schedule weekly interprofessional huddles (NP, MD, RN) – Launch small QI projects jointly with pharmacy or social work – Formalize MOUs with one or two community partners (e.g., free clinics) 	<ul style="list-style-type: none"> – Build long-term academic affiliations (e.g., with a nursing school) – Employ an outreach coordinator to manage community partnerships
Inquiry	<ul style="list-style-type: none"> – Read & critically appraise one research article per month – Use free tutorials to brush up on search strategies (e.g., PubMed) – Keep a simple log of clinical questions to investigate 	<ul style="list-style-type: none"> – Form a journal club meeting monthly to discuss evidence – Undertake a small QI or PDSA cycle as a team – Host occasional in-house “research methods” brown-bags led by staff 	<ul style="list-style-type: none"> – Maintain a funded QI/research office with IRB support – Offer or pursue internal small grant funding & protected time for projects – Employ research nurses/coordinators to lead studies
Onboarding / Orientation	<ul style="list-style-type: none"> – Develop a concise welcome packet & checklist for new hires – Assign an experienced NP “buddy” for informal orientation – Use templated EHR tip sheets & workflows 	<ul style="list-style-type: none"> – Create a structured orientation schedule (first 2–4 weeks) – Hold competency-based orientation workshops (e.g., EHR, equipment) – Conduct formal feedback check-ins at 30/60/90 days 	<ul style="list-style-type: none"> – Deliver a comprehensive orientation program live or via LMS modules – Schedule simulation-based orientation days in skills lab – Identify a dedicated orientation facilitator or coordinator