

NURSENET@MHS



STEPP Clinical Ladder

Recognizing Excellence

Because patient care is the #1 priority at Methodist Healthcare, our STEPP (Steps To Excellence in Professional Practice) Clinical Ladder Program recognizes those nurses on our staff whose practice is characterized by the highest standards of professionalism and excellence.

Philosophy

We believe nursing is a practice discipline and that the essence of professional nursing is clinical practice. Believing this, it is only natural that nurses who continue to practice in a clinical setting and who continue to advance in clinical knowledge and expertise should receive recognition and rewards. The STEPP program provides these in meaningful, tangible ways.

Objectives

1. To make explicit our commitment to excellence in patient care.
2. To recognize those members of our nursing staff whose practice is characterized by excellence.
3. To permit nurses to advance within the profession without leaving patient care.

4. To provide our nurses with meaningful incentives for continuing to advance professionally through education and the upgrading of their clinical skills.

Foundation

The primary underlying concept of our STEPP program is the nursing process. Associated concepts are leadership and professionalism. As you advance in clinical expertise, the scope broadens (e.g., from the individual patient and his/her immediate family to groups of patients and to the community).

Behavioral criteria are developed for each step of the nursing process:

Assess, Plan, Implement, Evaluate

In addition, there are behavioral criteria for the components of leadership, communication and professionalism. Finally, education, experience and successful completion of the Employee Performance Feedback Process are considered.

Model

The STEPP program at Methodist Healthcare consists of five steps: Registered Nurse (RN) I, RN II, RN III, RN IV and RN V. There are no limitations on the number of nurses who may attain these positions.

Application Process

Newly hired RNs may be eligible to participate in the STEPP program. Nurse managers work with new hires to decide the appropriate level for entry into Methodist Healthcare.

The STEPP program requires the completion of an application and submission of supporting material related to the appropriate criteria, including written documentation, projects, peer evaluation and recommendations. Completed applications and supporting material are then evaluated by the system-wide STEPP committee.

If successful, you will be awarded an upgraded status and a substantial increase in salary. Subsequent Employee Performance Feedback Processes include the criteria in the appropriate level of the STEPP program.

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