

COMPETENCY DEVELOPMENT

NURSES: ARE WE STILL EATING OUR YOUNG?

- ⊙ What do we expect of them and what do they expect of us (reality shock)?
- ⊙ “I took care of 30 patients when I was your age”
- ⊙ 50% say their orientation was too short or poorly planned (NCSBN).
- ⊙ Only 30% of new grads safely manage problems in the first year. (Del Bueno)
- ⊙ It takes 1 year to master transition into practice (NCSBN).

WHY?

COMPETENCY ASSESSMENT

- **What is competency?**
- **How do we assess it?**
- **Does Novice to Expert play a role?**

DEFINITION:

- ◎ Competency: The integration of **KNOWLEDGE, ATTITUDE, and SKILLS** needed to perform a specific job function.

KNOWLEDGE, SKILLS, ATTITUDE

Assessment and Intervention

Communication

Critical Thinking

Caring and Relationship

Management

Leadership

Teaching

Knowledge Integration (Lenburg's COPA model)

Are these competencies?

HOW DO WE ASSESS?

- Orientation Checklists - A list of skills that would be checked off and initialed by preceptor.

- For example:

<u>Skill</u>	<u>date</u>	<u>initials</u>
PO meds	10/28	SMC
PCA	pump 10/29	SMC
Fall Risk	10/29	SMC

- Does this measure Knowledge and Attitude?

ASSESSING COMPETENCY

- ◎ **Critical behaviors** are the supporting structures of the competency assessment and are the essential behaviors that one must demonstrate to validate competency.
- ◎ Initial and ongoing assessment
- ◎ They must be measurable and specific, but they must reflect Knowledge, Attitude, and Skills.

VERIFYING “COMPETENCE”

- ◎ Competency Verification Methods
 - Demonstration
 - Simulation
 - Verbalization
 - Test
 - Policy and Procedure Review
 - Reflection, Critical Thinking, Case Study
 - Questioning, Inquiry

COMPETENCY VALIDATION

- ◉ Establish expectations - discuss together
 - ◉ Plan experiences
 - ◉ Protect (who?) while executing the plan
 - ◉ Evaluate and discuss outcomes
 - ◉ Provide Feedback & Support
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- ◉ Does this look like the Nursing Process?

DELEGATION

“Transferring to a competent individual authority to perform a selected nursing task in a selected situation” (Hansten & Jackson, 2004)

***** Right task given to right person at right time**

ASSIGNMENT VS. DELEGATION

○ Assignment

- Allocating the care of particular clients to someone for whom this care falls within their licensed scope of practice

○ Delegation

- Allocating the care of particular clients to someone for whom this care falls OUTSIDE their licensed scope of practice as defined by Nurse Practice Act

FIVE RIGHTS OF DELEGATION

- ◉ Right task
- ◉ Right person
- ◉ Right communication
- ◉ Right supervision, feedback
- ◉ Right circumstances

COMPETENCY REVIEW

- ⦿ How does delegation relate to competency?
- ⦿ Discuss: how we usually evaluate competencies and what we just learned?
- ⦿ What outcomes are we looking for?