

Preliminary Tool Kit of Competency Measures for New Nurses

Total Votes Received	Competency Statement	Available measurement tools / techniques	Appropriate techniques / methods	Recorder notes / comments
42	perform a basic assessment and identify abnormal findings	problem based scenerios - contact Pam Edwards at Duke Hospital Performance-Based Development System (PBDS) - contact Dorothy Del Bueno @ Performance Management Services standardized performance assessment tool - contact Excelsior University and University of Colorado SON Simulators (e.g. Sim Man) - manufactured by Laerdahl and Miti standardized patient scenarios - contact your local medical school and ACGME	Direct Observation/ Clinical scenarios / Video taped assessment / Observation in clinical settings / Observation in a scripted situation / skills checklists	For observation methods we must develop preceptor observation guides which standardize the process. The context in which the care occurs must also be considered.. different tools will be needed for different practice settings.
27	use effective communication techniques (verbal, non-verbal, and written) when interacting with patients, families, visitors, coworkers, and other health care professionals	360 degree evaluation - contact ACGME and The Advisory Board PBDS - Performance Management Services, Inc. Process Recording - source not identified Measures and Tools from the Studer Group (Quinton Studer) Standardized patient scenarios - check your local medical school	Reflective journals / Interviews of patients and health care professionals to see if communication effective / case scenarios with preceptor observation / patient satisfaction surveys / complaints reported to NCBON / complaints from other providers / written documentation / incident reports / direct observation (including video) / chart reviews / pre and post testing of patient knowledge / employer performance evaluations / tools from the communication industry	Students may tire of journals
25.5	recognize events and situations that are an imminent threat to patient safety and intervene appropriately	PBDS - Performance Management Services, Inc. Simulator (e.g. SIM Man) - Laerdahl and Miti Performance checklist - no source cited 360 degree patient review - ACGME JCAHO audit transfers to higher level of care - JCAHO Return demonstrations for ACLS and BLS - no source cited	PDA Clinical Logs - standardization is key / Preceptor direct observation / Safety stop (what did you see unsafe today) / mock code scenarios / variance / case studies / review of adverse events / Agency of Healthcare Research and Quality / Sean Clark and Linda Aikin (University of Pennsylvania) may also serve as resources for tools and ideas.	The assessment technique for this competency (recognize imminent danger to patient) must be a simulation because of ethical concerns.

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21	recognize when the care demands of a patient have exceeded the new nurse's capability and request assistance	PBDS - Performance Management Services, Inc. Simulator (e.g. SIM Man) - Laerdahl and Miti 360 degree patient review - ACGME	Direct observation / self-assessment (e.g. reflective journal) / role playing / preceptor evaluation / variance report / adverse patient outcome (risk management data) / case studies / sentinel event evaluation / incident reports / patient outcomes	
17.5	evaluate patient responses to treatment and modify treatment appropriately	PBDS - Performance Management Services, Inc. Simulator (e.g. SIM Man) - Laerdahl and Miti	Direct observation / clinical scenarios / written documentation / shift change report / case studies / problem-based case studies / chart reviews / review of the plan of care / communication with physicians	
17	prioritize, with assistance, patient care activities in order to provide safe care in a timely manner	Critical Thinking Module (on-line) - contact National Council of State Boards of Nursing (see www.learningext.com) NCLEX review questions - contact National Council and National League for Nursing PBDS - Performance Management Services, Inc. unnamed tool from RosaLinda LeFevre's work on the nursing process ACLS simulation - no source cited In-basket exercise (i.e. management exercise to prioritize list of daily tasks) - no source cited Chart audit of appropriate administration times of medications - no source cited	Preceptor observation / standardized patients / simulations / chart review / blended learning / case studies / tests / case study scenarios / time & motion studies	Some people saw this as a way of prioritizing care of more than one patient on a unit rather than as applied to an individual patient. Competency statements G,H, I and J are closely connected.
16	administer medications correctly, provide patient education regarding the medication, and assess patient responses	NLN Medication Assessment Tool - available through Meds Publishing Medication Administration Made Easy - available through Meds Publishing Pharmacology Made Easy - available through Meds Publishing Simulator (Sim Man) - Laerdahl and Miti	Careful observation / pencil and paper test / chart audits / med error rates / patient satisfaction surveys / documentation / documentation of patient education	Big piece is being able to be accurate under pressure / Evaluate education and patient knowledge

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11	provide a safe environment for patients, coworkers, and themselves	Environment of Care standards - contact JCAHO National Patient Safety Goals - contact National Institute of Medicine Nurse Practice Act - contact NC Board of Nursing PBDS - Performance Management Services, Inc.	self-report / dialog with preceptor / documentation / mock casualties / mock epidemiological outbreaks / role playing / simulated learning / evaluation of nurse sensitive indicators (e.g. med errors, falls, needle sticks, back injuries, etc.)	Includes issues around bioterrorism, violence in work place MRSA (community acquired). Need to understand epidemiology and infection control. Universal precautions.
10	use current knowledge and experience to analyze information and make a correct plan of action based on that information	PBDS - Performance Management Services, Inc. Critical Thinking Module (on-line) - contact National Council of State Boards of Nursing	Paper and pencil test / direct observation / documented plan of care / dialogue with preceptor / critical incident review / audit admission assessment / case studies	Live action is important and difficult standard testing
10	collaborate with the other professionals, patient and family to optimize patient outcomes	Heinemann tool in "Collaboration: A Healthcare Imperative" by Toni J. Sullivan, McGraw-Hill, 1998		Heinemann tool incorporates the concept of delegation, describes who does what and why in addition to the process of collaboration.
6	accurately document assessment information and patient care activities in a timely manner according to agency protocols		Direct observation accompanied by chart audit / concurrent documentation by nurse and preceptor / cognitive test about what should be included in documentation / organizational protocol for documentation / audit and assess overtime	Biggest reason people get reported to the board is the failure to document
6	articulate and integrate the ANA code of ethics and standards of practice into their delivery of patient care	360 Assessment - ACGME Simulator (e.g Sim Man) - Laerdahl and Miti ANA code of ethics - contact ANA	paper and pencil (or computer) test / direct observation / portfolio method (exemplars of how they have demonstrated their commitment to code of ethics) / case studies	

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3	delegate to another health care worker tasks that are within that worker's knowledge, skill, and scope of practice, and monitor the outcome of the delegated task		Preceptor observation / paper and pencil test / coworker interviews / assignment sheet / documentation of task	
3	communicate what is, and what is not, within their legal scope of practice as set forth by the North Carolina Board of Nursing		paper and pencil (or computer) test / ability to access the information on legal scope of practice / case scenarios / role playing / write a short paper on the scope of practice of different members of the health care team	
3	engage in ongoing professional development to promote quality outcomes	NDNQI data collection tools - contact National Database of Nursing Quality Indicators NCBON reflective practice tools - contact NC Board of Nursing Reflective Practice tools developed by the Ontario College of Nursing	professional development portfolios (need to use a standardized format for structure of the portfolio, Dr. Carrie Lenburg pilot testing tool for this currently)	professional development portfolios;need to use a standardized format for structure of the portfolio, Dr. Lenburg pilot testing tool for this currently / need to incorporate the concepts of work life balance and the care giver taking care of themselves.
1	incorporate available technology into the delivery of patient care			
1	understand and apply the principles of evidence-based practice			

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1	Identify and address the psycho-social needs of the patient.			
1	integrate professional standards and values in practice	360 degree evaluation - ACGME Reflective practice tools - NC Board of Nursing and Ontario College of Nursing	professional portfolio / case studies / simulations	
1	Incorporate practice-based learning and recognize need for improvement			
1	integrate regulatory requirements and accepted protocols into the delivery of patient care			
1	organize, with assistance, expected workload in order to provide safe care in a timely manner			
1	Conduct self assessment of professional learning needs and participate in the development of a learning plan			

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0	collaborate with experienced nurses, and the patient, to determine and meet the patient's educational needs			
0	apply leadership skills consistent with their role and experience level	self assessment leadership tool - currently under development - contact Elaine Scott, East Carolina University		
0	provide care that addresses the cultural needs of the patient			
0	teach patient and significant others relevant aspects of healthcare and health promotion			
0	collaborate with other members of the health care team in meeting patient needs			
	utilize resources in a cost-effective manner			
	implements treatments according to accepted standards of practice			

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0	cooperate with interdisciplinary team to provide care			
0	Ability to advocate for patient's rights			