

Appendix A
Preliminary Tool Kit of Competency Measures for New Nurses

Total Votes Received	Competency Statement	Available measurement tools / techniques	Appropriate techniques / methods
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
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
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.
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 / sentinal event evaluation / incident reports / patient outcomes

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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
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
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.)
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

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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	
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
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
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)
1	incorporate available technology into the delivery of patient care		

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1	understand and apply the principles of evidence-based practice		
1	Identify and address the psychosocial 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		
0	collaborate with experienced nurses, and the patient, to determine and meet the patient's educational needs		

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