Integrating Quality, Safety Education into an Innovative Clinical Nurse Competency Assessment

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Upon completion of this presentation the learner will be able to:

Outline the process of integrating quality, safety education for nursing into a clinical nurse competency assessment.
Mount QSEN a.k.a. Rainer
History and Background

• QSEN concepts presented at Professional Development Council October 2010

• Skills checklists
  - Unit specific
  - No consistency

• Lack of standardization to measure nurse competency

• Decision to integrate QSEN into New Graduate Residency
Process

• Committee
  ▪ Unit based nurse educators
  ▪ Professional Development Specialists
  ▪ Unit Managers

• Definition of competency vs skills checklist

• Need for education
  ▪ QSEN
  ▪ IOM Definitions

• Integration of QSEN into competency assessment
Patient/Family Centered Care

- Recognize the patient or designee as the source of control and full partner in providing compassionate and coordinated care based on respect for patient’s preferences, values, and needs.

Criteria

- Identifies immediate patient needs based upon assessment data, developmental level, diagnosis specific properties in collaboration with family.
### Basic Nursing Competency Assessment

**Children’s Hospital Colorado**

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<tr>
<th>Needs review/practice</th>
<th>Competent</th>
<th>Method of Instruction</th>
<th>Date</th>
<th>Initials</th>
<th>Evaluation Method</th>
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<td>P = Policy/Procedure Review</td>
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<td>O = Observation</td>
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<td>E = Education Class</td>
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<td>RD = Return</td>
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<td>C = Computer Based Learning</td>
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<td>D = Demonstration</td>
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<tr>
<th>A. Patient/Family Centered Care</th>
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<th>1. Assessment</th>
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<td>Performs physical, psychosocial, spiritual, cultural, pain and learning assessment</td>
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Evidence Based Practice

- Integrate best current evidence with clinical expertise & patient/family preferences and values for delivery of optimal health care.

Criteria

- Assess resources
- Identify a clinical question using PICO
- Identify plan to evaluate EBP
Outcome

- Pilot New Graduate Nurse residents July 2011

- Evaluation
  - Education on QSEN
  - Culture change to QSEN, competency vs skills
  - Identify unit specific competencies
Recommendations/ Phase II

• QSEN and Competency Education
  ▪ Orientation
  ▪ New Graduate Residency
  ▪ Preceptor Workshops

• Tool Development beyond Basic Competency
  ▪ Nurse Educators instrumental in developing unit specific
  ▪ Review/revision
    • Similar language, format
  ▪ Evolving to three tiers
Summary

- Work in progress
- Continue to evaluate/revise/refine
- Continue changing culture with education
- Continue to learn from the experience


