Title: Communicating Clinical Competence

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References:

Abstract Text:

At the request of the VT Board of Nursing, RN and LPN re-entry forms were revised to incorporate what has been learned from the evidence-based, statewide, nurse internship framework. Significant changes were required in the competency statements. The original form identified expectations that were based on the 'medical model' of healthcare education and practice, rather than a nursing model. The competency items were stated in a manner that did not clearly communicate the expected performance.

Utilization of the Nurse Internship competency statements entailed using the Competence Outcomes and Performance Assessment (COPA) model as well as wording each statement with an action verb that clearly identifies the expected performance in clinical language. COPA is a theoretical framework that provides a strong foundation for practice expectations within the full continuum of care.

The form for re-entry licensure is intended to solicit evidence that validates the individual’s capability to provide safe and effective care as a healthcare practitioner. Using theory, concepts, expert experience and data collection improves the communication of performance expectations and validation. Clarifying form directions improves consistency and accurate completion of the document. This, in turn, eases the processing of the applications. This presentation will share the concepts, theory and outcomes from the statewide nurse internship framework. The re-entry form changes are a classic example of how to communicate the clinical competence expectations in a manner that emphasizes clinical judgment and nursing process. Attendees will view the 'before and after' of clinical performance expectations.