Competency Assessment in Healthcare

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Problem / Question
Does a multi-hospital health care system consistently use the Wright Competency Assessment Model for nurse competency evaluation?

Hypothesis
Use of the Wright Competency Assessment Model is inconsistent across the health care system.

Project Overview
- A survey tool was created to identify if the Wright Competency Assessment Model was used for competency assessment and evaluation.
- Unit educators of all emergency departments voluntarily participated in the survey.
- Identifying information was not collected to protect the identity of the participant.
- The results were tabulated and analyzed for consistency according to the principles of the WCAM.

Materials

<table>
<thead>
<tr>
<th>Validation Methods</th>
<th>Facility use</th>
<th>Technical Skills Domain</th>
<th>Critical Thinking Domain</th>
<th>Interpersonal Skills Domain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tests</td>
<td>100%</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Return</td>
<td>100%</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>


Survey Tool Questions in Relation to the Key Principles of the WCAM

- Competencies are collaboratively identified
- Employee-centered verification
- Leaders create a culture of success with a dual focus

<table>
<thead>
<tr>
<th>Principles of the Wright Competency Assessment Model (WCAM)</th>
<th>#2</th>
<th>#8</th>
<th>#3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reflective of the dynamic nature of work</td>
<td></td>
<td></td>
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<tr>
<td>Verification methods appropriately match the competency categories</td>
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<td>Focus on organizational mission and supports positive employee behavior</td>
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</tbody>
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Results

Conclusion

- The health care systems competency model is not utilized consistently across emergency departments.
- WCAM not being used completely- evidence of selective validation versus all validation methods used.

Works Cited