Title:
Evaluating a Healthcare System's Use of the Wright Competency Assessment Model

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Session Title:
Rising Stars of Research and Scholarship Invited Student Posters
Slot (superslotted):
RSG STR: Saturday, 18 March 2017: 7:30 AM-8:00 AM
Slot (superslotted):
RSG STR: Saturday, 18 March 2017: 9:45 AM-10:15 AM
Slot (superslotted):
RSG STR: Saturday, 18 March 2017: 1:30 PM-2:00 PM
Slot (superslotted):
RSG STR: Saturday, 18 March 2017: 3:45 PM-4:15 PM

Keywords:
Competency, Emergency and Wright

References:


Abstract Summary:
Ensuring staff are competent is a complex process involving every discipline, at every level, from the executive suite to the bedside caregiver. Donna Wright developed a model for competency assessment in health care. This study looked at one health care system’s use of Wright's model among their Emergency Departments.

Learning Activity:

<table>
<thead>
<tr>
<th>LEARNING OBJECTIVES</th>
<th>EXPANDED CONTENT OUTLINE</th>
</tr>
</thead>
<tbody>
<tr>
<td>The learner will be able to describe the 3 essential principles of the Wright Competency Assessment Model.</td>
<td>The principles are provided on the poster presentation</td>
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<tr>
<td>The learner will be able to identify the 11 validation methods of the Wright Competency Assessment Model.</td>
<td>The validation methods are identified on the poster presentation.</td>
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<tr>
<td>The learner will be able to analyze the health care system's use of the Wright Competency Assessment Model among the four Emergency Departments.</td>
<td>The results of the Emergency Departments use of the Wright Competency Assessment Model are on the poster presentation.</td>
</tr>
</tbody>
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Abstract Text:
Competence in the health care industry is a fundamental expectation of healthcare organizations, consumers, regulatory boards, and accrediting agencies. Ensuring staff-members are competent is a complex process involving every discipline, at every level, ranging from the executive suite to the bedside caregiver. Donna Wright (2005) developed her model on competency assessment to address the dynamic nature of the health care field. She identified proven principles that could be applied to a multitude of situations where competency assessment was necessary. The three main principles of Wright's model are as follows: 1. Competencies are collaboratively identified; 2. The learner is at the center of the competency process; 3. Leaders create a culture of success with a dual focus-positive employee behavior and organizational mission. Wright utilizes 11 validation methods in her model with the goal of successfully evaluating the dynamic needs of the health care field. The validation methods evaluate three common domains of learning: critical thinking, technical, and interpersonal skills. These domains of learning are necessary for all levels of providers in health care today.

This study looked at one multi-hospital health care system’s use of the Wright Competency Assessment Model (WCAM) among the Emergency Departments (ED). The health care system consisted of four hospitals’ Emergency Departments. A survey was sent to and completed by each of the unit educators and was based on the current year’s competency evaluation process. An analysis of the data collected identified that there was an inconsistent use of the model among the ED’s of a specific health care system, although it was chosen as the approved model for use several years prior. Three of the four hospitals reported using the Wright Competency Assessment Model and of the three the used it, none of them used all components of the model. The results revealed that there was a gap in understanding regarding the intended, proper application of the model.