

Experienced Resource Nurse Continuous Competency Assessment

This document outlines the competencies for an Experienced Resource Nurse (ERN) practicing at Vancouver Coastal Health.

The competencies listed in this document are intended to be in addition to meeting established VCH Registered Nurse Foundational, CRNBC or CRPNBC competencies.

The purpose of the CCA is to:

- Facilitate self-assessment of competencies related to application of theory in practice
- Engage the nurse and designated practice leader in a dialogue related to strengths and areas for development/learning
- Provide focus and direction to support professional development
- Contribute towards the development of a professional development plan for annual licensing/registration

To complete the CCA:

- Write the date at the top of the column and, for each competency listed, rate yourself using the legend provided.
- Provide practice examples in the box provided at the end of each set of competencies. Examples should be detailed, narrative notes that capture an event from your practice that corresponds to one (or more) of the competencies.
- Review your self-assessment, noting areas that indicate the potential for further development.
- Consider 3-5 areas for development and include them in a Professional Development Plan (PDP). A template is provided at the end of this document; Record your goals, the related competencies that are reflected within each goal, strategies that can help you achieve each goal, and the anticipated outcomes and timeline.
- Collaborate with your designated practice leader (regional educator, manager, etc.) to review and discuss your self-assessment and PDP.
- Revisit the CCA at intervals determined in collaboration with your designated practice leader. Date the next column and rate yourself again based on your current practice. Follow up on your goals, assess your progress and add or change your PDP according to changes in your learning needs.

Name: _____ Peer Reviewer: _____

Legend:
 4 = Can mentor or teach others
 3 = Consistently meets expectations
 2 = Requires support to consistently demonstrate
 1 = Not demonstrated
 0 = No opportunity

1.0 RESPONSIBILITY AND ACCOUNTABILITY		Date	Date	Date
<i>Maintains standards of nursing practice and professional conduct</i>				
1.1	Role models and demonstrates on-going professional development based on self-assessment and reflective practice			
1.2	Encourages and supports the development of policies and practices consistent with the standards of the profession			
1.3	Role models physical, psychological and emotional fitness to practice			
1.4	Champions and contributes to the implementation of new initiatives that improve client care and nursing practice			
1.5	Promotes a culture of safety by facilitating unit activities which inform and advance safe, quality practice (e.g. in-services, safety huddles, team rounds) as required in collaboration with unit leadership teams			
1.6	Consults and collaborates with members of the health care team to develop quality improvement			
1.7	Demonstrates flexibility and adaptability to meet organizational needs			
Specific examples from practice:				

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2.0 PROFESSIONAL AND INTERPERSONAL RELATIONSHIPS		Date	Date	Date
2.1	Role models and promotes respectful communication with clients, families, students and others health care team members in all interactions			
2.2	Facilitates the successful transition and development of staff including new grads and ERNs into the practice environment			
2.3	Role models effective feedback techniques to new staff and learners			
2.4	Demonstrates and role models relationship-building, assertiveness, problem-solving and conflict resolution skills			
2.5	Creates and maintains a respectful, professional practice in the learning environment			

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3.0 KNOWLEDGE - BASED PRACTICE		Date	Date	Date
<i>Consistently applies knowledge, skills and judgment in nursing practice</i>				
3.1	Takes initiative to be a self-directed learner			
3.2	Keeps up to date with current knowledge, skills, and practice areas			
3.3	Functions as a clinical resource by applying advanced clinical knowledge and skills based on current evidence			
3.4	Provides coaching and mentoring based on current evidence and other credible sources when making practice decisions			
3.5	Demonstrates and teaches others how to access resources for the delivery of safe, quality, and ethical client care			
3.6	Demonstrates and coaches others to use critical thinking when using the nursing process to provide client care			
3.7	Collaborates with learners in assisting them to meet their learning needs using a variety of resources			
3.8	Coaches learners on how to set priorities and utilize decision support tools to plan and provide care			
3.9	Collaborates with staff and clients in the development of effective client centered care plans			
3.10	Understands the roles and scopes of practice of other health care team members when planning and providing care (e.g. RN, LPN, RPN, care aides)			
Specific examples from practice:				

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4.0 CLIENT - FOCUSED PROVISION OF SERVICE		Date	Date	Date
<i>Provides nursing services and works with others to provide health care services in the best interest of clients</i>				
4.1	Role models and mentors the coordination of client care in a way that facilitates continuity for the client			
4.2	Assists nurses, students and other health care team members to support clients and others in learning about the health care system and how to access appropriate health care services			
4.3	Role models and mentors others regarding appropriate delegation of nursing activities to other members of the health care team			
4.4	Role models and supports others to provide appropriate regulatory supervision of student activities			

Specific examples from practice:

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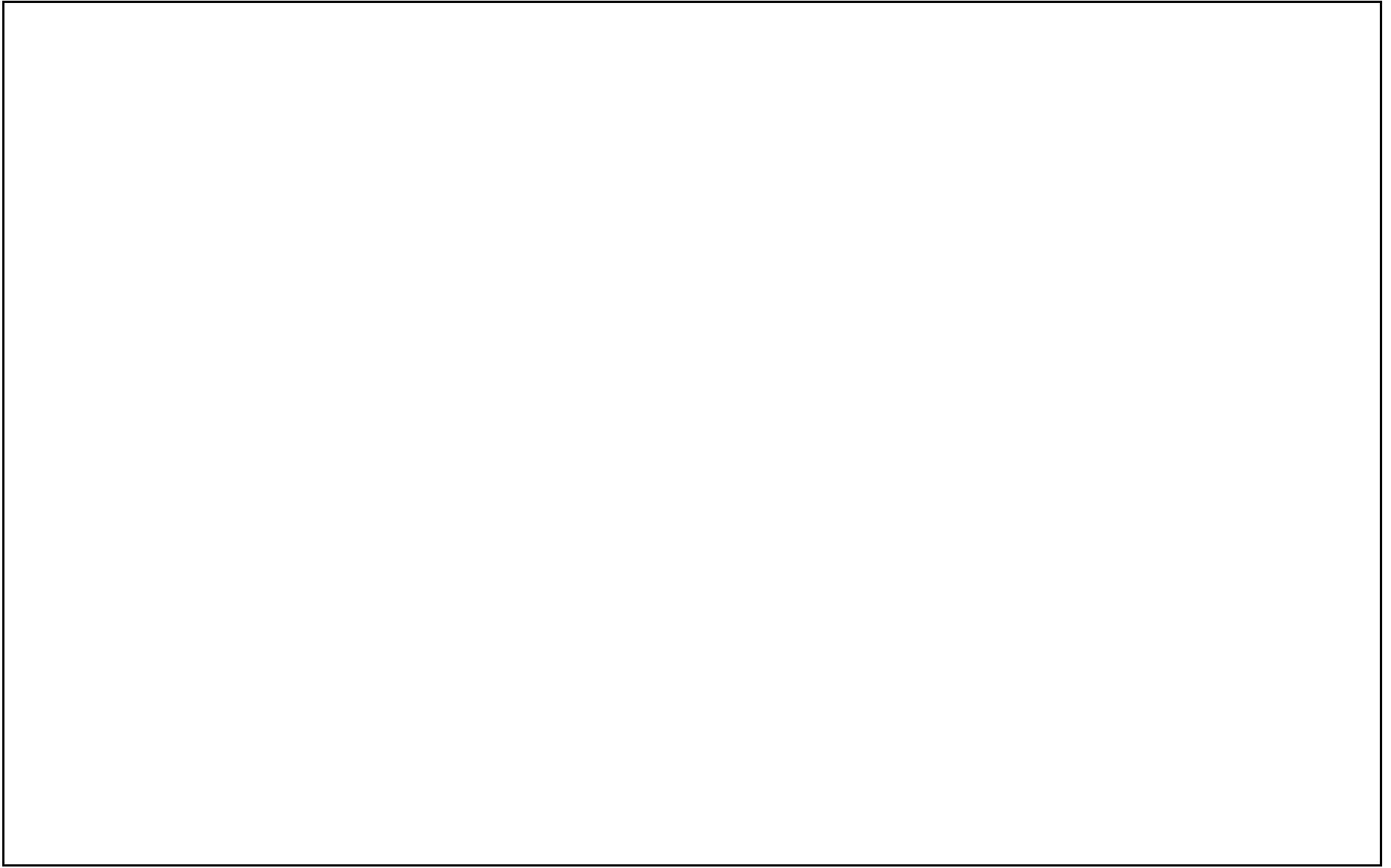
5.0 ETHICAL PRACTICE		Date	Date	Date
<i>Understands, upholds and promotes the ethical standards of the nursing profession</i>				
5.1	Role models and teaches others how to provide care in a manner that promotes clients' dignity, privacy and confidentiality			
5.2	Promotes the client's right to make informed choices and mentors others to do the same			
5.3	Identifies ethical issues, consults with the appropriate person or body, and takes action to resolve and mentor others to do the same			
5.4	Role models how to initiate, maintain and terminate nurse-client relationships in an appropriate manner			

Specific examples from practice:

Professional Development Plan

Date	Learning Goals	Strategies	Anticipated Outcomes	Completion Date

Additional Comments/Summary:

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References

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