

**Date:**
**Employee Name:**
**Unit:**
**Extention:**
**Method of Evaluation**
**A: Education Packet, Online Module, Handout**
**C: Demonstration**
**B: Attend Educational Session/ Program**
**D: Observation and verbalization**
**E: Other**
**Benner's Model:**

**1: Novice** – demonstrates a basic understanding of normal and abnormal; identifies risks/benefits and potential implications of clinical situations; requires direct supervision of procedures and needs assistance with problem solving.

**2: Advanced Beginner** – demonstrates extensive knowledge base with analytical skills to process and integrate new knowledge; applies scientific principles to specific clinical situations and integrates multi-system implications; provides anticipatory surveillance and management of predictable events; demonstrates technical procedures proficiently under stress and/or in unusual circumstances; functions as a member of the team who is organized, focused on salient issues, and aware of personal limitations.

**3: Competent** – Aware of all relevant aspects of a situation; Able to see his or her actions in terms of long-range goals or plans; Plans are based on considerable conscious, abstract, analytic, contemplation of the problem

**4: Proficient** -- Perceives situations as wholes rather than in terms of aspects; Performance is guided by maxims (cryptic instructions that make sense only if there is already a deep understanding of the situation); Perception is a key word; Possesses a web of perspectives on a situation

**5: The Expert** -- No longer relies on an analytic principle (rule, guideline, maxim) to connect understanding of a situation to appropriate action; Intuitive grasp of each situation and able to zero in on the accurate region of the problem; Operates from a deep understanding of the total situation ("Well, it all depends. . ."); Highly skilled analytic tools are used when a new situation presents

Note: This tool is based on work of Patirica Benner (1984). From Novice to Expert: Excellence and power in clinical nursing practice.

### **Mandatory Module Exam Completion**

- |   |   |
|---|---|
| <input type="checkbox"/> 2012 Joint Commission/OSHA Compliance Course: Anticoagulant Therapy<br><input type="checkbox"/> 2012 Joint Commission/OSHA Compliance Course: Blood Transfusions<br><input type="checkbox"/> 2012 Joint Commission/OSHA Compliance Course: 2012 National Patient Safety Goals<br><input type="checkbox"/> RN Stroke Education 2012-Revised<br><input type="checkbox"/> 2012 Joint Commission/OSHA Compliance Course: Organ Donations<br><input type="checkbox"/> 2012-CLABSI/CAUTI/VAP<br><input type="checkbox"/> 2012 Joint Commission/OSHA Compliance Course: Pain Management<br><input type="checkbox"/> 2012 Joint Commission/OSHA Compliance Course: Anesthesia and Sedation | <input type="checkbox"/> ECG 2.3 Interpretation of the ECG Tracings (Tele Units Only)<br><input type="checkbox"/> 2012 Joint Commission/OSHA Compliance Course: Lifting and Protecting the Back<br><input type="checkbox"/> 2012 Joint Commission/OSHA Compliance Course: Safe Patient Transfers<br><input type="checkbox"/> 2012 Rapid Response/EWSS<br><input type="checkbox"/> 2012 Mandatory Education Module<br><input type="checkbox"/> 2012 Early Identification of Sepsis-Non-Critical Care/ED<br><input type="checkbox"/> Glucometer 2012<br><input type="checkbox"/> Core Measures 2012<br><input type="checkbox"/> Incident Reporting<br><input type="checkbox"/> Pressure Ulcers/Wound Care<br><input type="checkbox"/> 2012 Joint Commission/OSHA Compliance Course: Restraint Usage |
|---|---|

<u>Unit Specific Criteria</u>	<u>Evaluation Method</u> A, B, C, D	<u>Meets Standards</u>		N/A	<u>Benner's Stages (1-5)</u>					<u>Comments</u>	<u>Initials of Observer</u>
		Yes	No		1	2	3	4	5		
<b>Chest Drains</b> <ul style="list-style-type: none"> <li>• Chest: <ul style="list-style-type: none"> <li>○ Demonstrate Pleurevac set-up</li> <li>○ Demonstrate Sahara set-up</li> </ul> </li> <li>• Demonstrate Autotransfusion set-up <ul style="list-style-type: none"> <li>○ Stryker Constavac™(Joint)</li> </ul> </li> </ul> <i>6 West and Float RN's only</i>	A, C, D				1	2	3	4	5		
					1	2	3	4	5		
<b>M Series Biphasic Defibrillator (Zoll®)</b> <ul style="list-style-type: none"> <li>• Defibrillator check</li> <li>• Demonstrate use of AED mode</li> </ul>	C,D				1	2	3	4	5		
					1	2	3	4	5		
<b>ECG</b> <ul style="list-style-type: none"> <li>• Demonstrate placement of 12 leads</li> <li>• Demonstrate placement of 6 leads</li> <li>• Demonstrate placement of 3 leads</li> </ul>	C,D				1	2	3	4	5		
					1	2	3	4	5		
					1	2	3	4	5		
<b>Nasogastric tubes</b> <ul style="list-style-type: none"> <li>• Demonstrate measuring technique</li> <li>• Demonstrate NGT/ OGT placement</li> </ul>	C, D				1	2	3	4	5		
<b>Central Line Dressing</b> <ul style="list-style-type: none"> <li>• Demonstrate sterile Central line/ PICC line dressing</li> </ul>	A, C, D				1	2	3	4	5		
<b>PCA Pump (Hospira Lifecare)</b> <ul style="list-style-type: none"> <li>• Programming &amp; set-up</li> </ul>	C, D				1	2	3	4	5		
<b>Restraints</b> <ul style="list-style-type: none"> <li>• Verbalize indications and alternatives for restraint use</li> <li>• Demonstrate safe application and removal of soft physical restraints</li> </ul>	C, D				1	2	3	4	5		
<b>Glucometer</b> <ul style="list-style-type: none"> <li>• Demonstrate quality control (hi &amp; lo</li> </ul>	C,D				1	2	3	4	5		

completion). <ul style="list-style-type: none"> <li>• Demonstrate barcoding at bedside and peripheral capillary sampling.</li> <li>• Demonstrate method of reporting and documenting normal and abnormal results.</li> <li>• Demonstrate maintenance and cleaning of glucometer and cleaning after use on a patient in isolation.</li> <li>• Demonstrate docking of glucometer.</li> </ul>				1	2	3	4	5		
				1	2	3	4	5		
				1	2	3	4	5		
				1	2	3	4	5		

<u>Unit Specific Criteria</u>	<u>Evaluation Method</u> A, B, C, D	<u>Meets Standards</u>		N/A	<u>Benner's Stages (1-5)</u>					<u>Comments</u>	<u>Initials of Observer</u>
		Yes	No								
<b>Safe Patient Handling (SPH)</b> <ul style="list-style-type: none"> <li>• Demonstrate proper function and use of patient handling devices specific to unit and in accordance with JCMC Safe Patient Handling Program</li> </ul>	A,B,C,D				1	2	3	4	5		
<b>Practice Updates</b> (Please list topics) 1. 2. 3. 4. 5. 6.					1	2	3	4	5		

**Employee Signature:** \_\_\_\_\_

**Observer Signature:** \_\_\_\_\_

**Nurse Manager Signature:** \_\_\_\_\_

- **Note:** This tool is based on work of Patirica Benner (1984). From Novice to Expert: Excellence and power in clinical nursing practice.
- Those able to participate as Observers may consist of Competent or higher-level staff RNs, Nurse Educators, Nurse Managers, Clinical Nurse Leaders.

Revised 8/2012