

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

Hospital Wide

- 2012 Joint Commission/OSHA Compliance Course: Anticoagulant Therapy
- 2012 Joint Commission/OSHA Compliance Course: Blood Transfusions
- 2012 Joint Commission/OSHA Compliance Course: 2012 National Patient Safety Goals Core Measures
- 2012 Joint Commission/OSHA Compliance Course: Organ Donations 2012-CLABSI/CAUTI/VAP
- 2012 Joint Commission/OSHA Compliance Course: Pain Management
- 2012 Joint Commission/OSHA Compliance Course: Lifting and Protecting the Back

- 2012 Joint Commission/OSHA Compliance Course: Safe Patient Transfers
- 2012 Rapid Response/EWSS
- 2012 Mandatory Education Module
- 2012 Early Identification of Sepsis-Non-Critical Care/ED
- 2012 Autotransfusion-Atrium Oasis & Stryker Constavac
- Glucometer
- Core Measures 2012
- Incident Reporting
- Pressure Ulcers/Wound Care

Critical Care/ED Specific

- ECCO Module 04-02: Basic Hemodynamic Monitoring-Arterial Pressure Monitoring
- ECCO Module 04-03: Basic Hemodynamic Monitoring-Central Venous Pressure Monitoring
- ECCO Module 04-04: Basic Hemodynamic Monitoring-Pulmonary Artery Catheters
- ECCO Module 04-06: Basic Hemodynamic Monitoring-Oxygenation & Transport

- ECCO Module 05-01: Care of the Patient with Neurologic Disorders- Neurologic System A & P
- ECCO Module 05-02: Care of the Patient with Neurologic Disorders- Assessment & Diagnostic Techniques
- NIHSS Stroke Scale
- ECCO Module 05-03: Care of the Patient with Neurologic Disorders- Neurologic Monitoring
- ECCO Module 10-02: Care of the Patient with Multisystem Disorders- Sepsis, SIRS and MODS
- 2012 Delirium CAM-ICU Competency

- Clinical Management of the Hypothermia Patient
- 2012 Vascular Complications of Femoral Sheath Removal (Critical Care/Cath Lab)
- 2012 Intra-aortic Balloon Counterpulsation Competency (Critical Care/Cath Lab)
- ITC Hemochron Elite Competency (CCU/CSD/Cath Lab)
- 2012 Femoral Sheath Removal Competency (CCU/CSD/Cath Lab)
- 2012 PA Catheter & Introducer Sheath Removal (CT-ICU only)

ED Only

- ECG:2.3 Interpretation of the ECG Tracings
- ENA: Emergency Nursing Orientation: Endocrine Emergencies
- ENA: Emergency Nursing Orientation: Behavioral Health
- ENA: Emergency Nursing Orientation: Cardiovascular Emergencies
- ENA: Emergency Nursing Orientation: Respiratory Emergencies
- ENA: Emergency Nursing Orientation: Fluid & Electrolytes
- ENA: Emergency Nursing Orientation:Gynecologic Emergencies
- ENA: Emergency Nursing Orientation: Obstetrical Emergencies
- ENA: Emergency Nursing Orientation: Hematologic Emergencies
- ENA: Emergency Nursing Orientation: Gastrointestinal Emergencies
- ENA: Emergency Nursing Orientation: Neurologic Emergencies
- ENA: Emergency Nursing Orientation: Pediatric Emergencies

- ENA: Emergency Nursing Orientation: Shock Emergencies
- ENA: Emergency Nursing Orientation: Toxicologic Emergencies
- ENA: Emergency Nursing Orientation: Burns
- ENA: Emergency Nursing Orientation: Drug Calculations
- ENA: Emergency Nursing Orientation: Emergency Operations Preparedness
- ENA: Emergency Nursing Orientation: Legal & Regulatory Constructs
- ENA: Emergency Nursing Orientation: Head Trauma
- ENA: Emergency Nursing Orientation: Elder Trauma
- ENA: Emergency Nursing Orientation: Pediatric Trauma
- ENA: Emergency Nursing Orientation: Substance Abuse

<u>Unit Specific Criteria</u>	<u>Evaluation Method</u> A,B,C,D	Meets Standards		N/A	<u>Benner's Stages (1-5)</u>					<u>Comments</u>	<u>Initials of Observer</u>
		Yes	No								
Autotransfusion <ul style="list-style-type: none"> Pleur-evac® (Chest Drain) Stryker Constavac™(Joint) 	A, C,D				1	2	3	4	5		
					1	2	3	4	5		
Level 1 Rapid Infuser ® <ul style="list-style-type: none"> Verbalize indications for Level 1 use Demonstrates proper technique in priming and setting up the Level 1 	C,D				1	2	3	4	5		
Neurosurgery <ul style="list-style-type: none"> Codman EDS 3™ <ul style="list-style-type: none"> External drainage system priming, leveling, zeroing, drainage ICP/EVD drain & transducer set-up TOF Assessment with Peripheral Nerve Stimulator 	A,C,D				1	2	3	4	5		
					1	2	3	4	5		
					1	2	3	4	5		
M Series Biphasic Defibrillator (Zoll®) <ul style="list-style-type: none"> Defibrillator check Cardioversion/Defibrillation Pacing 	C,D				1	2	3	4	5		
					1	2	3	4	5		
					1	2	3	4	5		
Hypothermia Unit (Zoll®) <ul style="list-style-type: none"> Verbalize criteria for treatment implementation Demonstrate machine set-up, troubleshooting, and maintenance 	A,C,D				1	2	3	4	5		
IABP (Maquet) <ul style="list-style-type: none"> Demonstrate technique for helium tank change on CS100™ or CS300™ 	A, C, D				1	2	3	4	5		
PCA Pump (Hospira Lifecare) <ul style="list-style-type: none"> Programming & set-up 	C, D				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		1	2	3	4	5		
Hemostasis <ul style="list-style-type: none"> • Arterial line removal <ul style="list-style-type: none"> ○ Radial (all critical care) ○ Femoral (sheath removal competent only) • Safeguard® • Femostop Plus™ <ul style="list-style-type: none"> ○ Demonstrate hands-on competency according to manufacturer and hospital guidelines. 	A,C,D				1	2	3	4	5		
					1	2	3	4	5		
					1	2	3	4	5		
Restraints <ul style="list-style-type: none"> • Verbalize indications and alternatives for restraint use • Demonstrate safe application and removal of soft physical restraints 	C,D				1	2	3	4	5		
Safe Patient Handling (SPH) <ul style="list-style-type: none"> • Demonstrate proper function and use of patient handling devices specific to unit and in accordance with JCMC Safe Patient Handling Program 	A,B,C,D				1	2	3	4	5		
Practice Updates (Please list topics) <ol style="list-style-type: none"> 1. 2. 3. 4. 					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.