CHCI Nurse Practitioner Residency

Competency Assessment Tool (NPR-CAT)

**PRECEPTOR of NP Resident**

**Resident Name**:

**Preceptor(s) Name**:

**Facility Name**:

**Evaluation (please check one):**  6 Month Preceptor Evaluation  12 Month Preceptor Evaluation

NPR-CAT will be used for both a Residency Self-Assessment and Preceptor Assessments. Preceptor assessments will occur at 6 and 12 months.

**Rating Scale**

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| **Score** | **Skill Level** | **Definition** |
| **1** | Novice | Observes task only: Deficient skills, knowledge, attitudes |
| **2** | Advance Beginner | Needs direct supervision: Developing skills, knowledge, attitudes |
| **3** | Competent | Needs supervision periodically: Developed skills, knowledge, attitudes |
| **4** | Proficient | Able to perform without supervision: Advanced skills, knowledge, attitudes |
| **5** | Expert | Able to supervise others: Authority for skills, knowledge, attitudes |
| **0** | N/A | Not applicable, not observed, or not performed |

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| **Competency Domain 1. Patient Care**  **Competency Domain 2. Knowledge for Practice** | |
| **Rating Scale** | **Competency Rating Score (1-5)** |
| 1 = Novice  2 = Advance Beginner  3 = Competent  4 = Proficient  5 = Expert  0 = N/A | PRECEPTOR ASSESSMENT |
| Perform comprehensive history and physical exam | 1  2  3  4  5  0 |
| Develop pertinent differential diagnosis | 1  2  3  4  5  0 |
| Order appropriate screening and diagnostic tests | 1  2  3  4  5  0 |
| Order appropriate consults and e-consults | 1  2  3  4  5  0 |
| Order appropriate medications | 1  2  3  4  5  0 |
| Perform comprehensive medication review and reconciliation | 1  2  3  4  5  0 |
| Present case to preceptor in a clear, concise and organized fashion | 1  2  3  4  5  0 |
| Care for acute illness, chronic disease, and health maintenance needs using evidence-based guidelines | 1  2  3  4  5  0 |
| Assess for, diagnose, treat and manage over time common medical conditions experienced in primary care: |  |
| Hypertension | 1  2  3  4  5  0 |
| Diabetes | 1  2  3  4  5  0 |
| Obesity | 1  2  3  4  5  0 |
| Depression | 1  2  3  4  5  0 |
| Chronic Pain | 1  2  3  4  5  0 |
| COPD | 1  2  3  4  5  0 |
| Chronical renal failure | 1  2  3  4  5  0 |
| Heart failure | 1  2  3  4  5  0 |
| Asthma | 1  2  3  4  5  0 |
| HIV | 1  2  3  4  5  0 |
| Hepatitis C | 1  2  3  4  5  0 |
| Alcoholism | 1  2  3  4  5  0 |
| Substance abuse | 1  2  3  4  5  0 |
| Women’s Health | 1  2  3  4  5  0 |
| Contraception management | 1  2  3  4  5  0 |
| Medicated Assisted Treatment | 1  2  3  4  5  0 |
| Assess, treat and manage over time common conditions experienced by the following specified age groups: |  |
| 0-1 | 1  2  3  4  5  0 |
| 1-5 | 1  2  3  4  5  0 |
| 6-12 | 1  2  3  4  5  0 |
| 13-19 | 1  2  3  4  5  0 |
| 20-39 | 1  2  3  4  5  0 |
| 40-64 | 1  2  3  4  5  0 |
| 65+ | 1  2  3  4  5  0 |
| Perform clinical procedures commonly seen in primary care: |  |
| EKG interpretation | 1  2  3  4  5  0 |
| Nexplanon (insertion and removal) | 1  2  3  4  5  0 |
| IUD (insertion and removal) | 1  2  3  4  5  0 |
| Biopsy (punch, shave, excisional) | 1  2  3  4  5  0 |
| Joint Injection | 1  2  3  4  5  0 |

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| **Competency Domain 3. Practice-Based Learning and Improvement** | |
| **Rating Scale** | **Competency Rating Score (1-5)** |
| 1 = Novice  2 = Advance Beginner  3 = Competent  4 = Proficient  5 = Expert  0 = N/A | PRECEPTOR ASSESSMENT |
| Evaluates one own practice to identify deficiencies in personal knowledge and clinical practice skills | 1  2  3  4  5  0 |
| Actively seeks feedback from faculty, mentors, peers, patients, and other members of the healthcare team | 1  2  3  4  5  0 |
| Applies concepts of evidence-based practice to clinical decision making | 1  2  3  4  5  0 |
| Engages in quality improvement activities aimed to enhance patient care | 1  2  3  4  5  0 |
| Use information technology and data to optimize learning and improve care | 1  2  3  4  5  0 |

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| **Competency Domain 4. Interpersonal and Communication Skills** | |
| **Rating Scale** | **Competency Rating Score (1-5)** |
| 1 = Novice  2 = Advance Beginner  3 = Competent  4 = Proficient  5 = Expert  0 = N/A | PRECEPTOR ASSESSMENT |
| Communicates with patients, their families, and/or caregivers effectively | 1  2  3  4  5  0 |
| Communicates with colleagues with own profession and interprofessional healthcare team effectively | 1  2  3  4  5  0 |
| Develop own professional identify and clearly explain one’s role and responsibilities to patients, families and other professionals | 1  2  3  4  5  0 |
| Use effective documentation skills in the healthcare record and maintains notes that are comprehensive and timely | 1  2  3  4  5  0 |
| Demonstrates sensitivity, honesty, and compassion in difficult conversations with patients, their families, and/or caregivers | 1  2  3  4  5  0 |
| Demonstrates cultural-sensitivity in interpersonal interactions and communication | 1  2  3  4  5  0 |
| Use respectful language appropriate for a given difficult situation or interprofessional conflict | 1  2  3  4  5  0 |
| Engage self and others to constructively manage disagreements that arise among healthcare professionals with patients and families | 1  2  3  4  5  0 |

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| **Competency Domain 5. Professionalism** | |
| **Rating Scale** | **Competency Rating Score (1-5)** |
| 1 = Novice  2 = Advance Beginner  3 = Competent  4 = Proficient  5 = Expert  0 = N/A | PRECEPTOR ASSESSMENT |
| Demonstrates a moral commitment to the ethical principles of care, confidentiality, informed consent, and business practices, including compliance and relevant laws, policies and procedures | 1  2  3  4  5  0 |
| Respect for patient dignity, privacy, confidentiality and autonomy | 1  2  3  4  5  0 |
| Establishes and maintains professional boundaries with patients, their family and colleagues | 1  2  3  4  5  0 |

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| **Competency Domain 6. System-Based Practice** | |
| **Rating Scale** | **Competency Rating Score (1-5)** |
| 1 = Novice  2 = Advance Beginner  3 = Competent  4 = Proficient  5 = Expert  0 = N/A | PRECEPTOR ASSESSMENT |
| Demonstrates awareness of organizational policies and procedures that support patient-centered healthcare delivery | 1  2  3  4  5  0 |
| Applies care coordination strategies | 1  2  3  4  5  0 |
| Incorporates considerations of cost awareness while promoting the best quality patient outcomes | 1  2  3  4  5  0 |
| Identifies and utilizes necessary community resources to meet the individual needs of a patient and their families | 1  2  3  4  5  0 |
| Utilizes health information technology systems to improve quality of patient care | 1  2  3  4  5  0 |

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| **Competency Domain 7. Interprofessional Collaboration** | |
| **Rating Scale** | **Competency Rating Score (1-5)** |
| 1 = Novice  2 = Advance Beginner  3 = Competent  4 = Proficient  5 = Expert  0 = N/A | PRECEPTOR ASSESSMENT |
| Works with other healthcare professionals to establish and maintain a climate of mutual respect, dignity, ethical integrity and trust | 1  2  3  4  5  0 |
| Collaborates with other healthcare professionals for delivery of evidence-based patient-centered care | 1  2  3  4  5  0 |
| Demonstrates an understanding of roles and responsibilities of all members of the healthcare team | 1  2  3  4  5  0 |

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| **Competency Domain 8. Personal and Professional Development** | |
| **Rating Scale** | **Competency Rating Score (1-5)** | |
| 1 = Novice  2 = Advance Beginner  3 = Competent  4 = Proficient  5 = Expert  0 = N/A | PRECEPTOR ASSESSMENT | |
| Practices flexibility and maturity in adjusting to change with the capacity to alter one’s behavior | 1  2  3  4  5  0 | |
| Demonstrates emotional resilience and stability in the workplace | 1  2  3  4  5  0 | |
| Demonstrates healthy coping mechanisms to respond to stress | 1  2  3  4  5  0 | |
| Recognizes that ambiguity is part of clinical healthcare and responds by utilizing appropriate resources in dealing with uncertainty | 1  2  3  4  5  0 | |
| Provides leadership skills that enhance team functioning and the learning environment | 1  2  3  4  5  0 | |
| Establishes short and long term goals for further career and professional development | 1  2  3  4  5  0 | |

**COMMENTS:**