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**

|  |  |  |
| --- | --- | --- |
| **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  |

|  |
| --- |
| **Competency Domain 1. Patient Care****Competency Domain 2. Knowledge for Practice** |
| **Rating Scale** | **Competency Rating Score (1-5)** |
| 1 = Novice2 = Advance Beginner3 = Competent4 = Proficient5 = 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 |

|  |
| --- |
| **Competency Domain 3. Practice-Based Learning and Improvement**   |
| **Rating Scale** | **Competency Rating Score (1-5)** |
| 1 = Novice2 = Advance Beginner3 = Competent4 = Proficient5 = 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 |

|  |
| --- |
| **Competency Domain 4. Interpersonal and Communication Skills**   |
| **Rating Scale** | **Competency Rating Score (1-5)** |
| 1 = Novice2 = Advance Beginner3 = Competent4 = Proficient5 = 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 |

|  |
| --- |
| **Competency Domain 5. Professionalism**   |
| **Rating Scale** | **Competency Rating Score (1-5)** |
| 1 = Novice2 = Advance Beginner3 = Competent4 = Proficient5 = 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 |

|  |
| --- |
| **Competency Domain 6. System-Based Practice**   |
| **Rating Scale** | **Competency Rating Score (1-5)** |
| 1 = Novice2 = Advance Beginner3 = Competent4 = Proficient5 = 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 |

|  |
| --- |
| **Competency Domain 7. Interprofessional Collaboration**   |
| **Rating Scale** | **Competency Rating Score (1-5)** |
| 1 = Novice2 = Advance Beginner3 = Competent4 = Proficient5 = 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 |

|  |
| --- |
| **Competency Domain 8. Personal and Professional Development**   |
| **Rating Scale** | **Competency Rating Score (1-5)** |
| 1 = Novice2 = Advance Beginner3 = Competent4 = Proficient5 = 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:**