

NURSE PRACTITIONER RESIDENCY - COMPETENCY ASSESSMENT TOOL (NPR-CAT)

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	
Performs comprehensive history and physical exam	
Develops pertinent differential diagnosis	
Orders age appropriate preventative screening tests based on current guidelines (i.e. cancer, STI)	
Orders appropriate diagnostic tests pertinent medical conditions	
Orders appropriate consults and e-consults	
Orders appropriate medications	
Performs comprehensive medication review and reconciliation	
Maintains comprehensive clinical documentation	
Competency Domain 2. Knowledge for Practice	
Cares for acute illness, chronic disease, and health maintenance needs using evidence-based guidelines	
Assesses for, diagnoses, treats and manages over time common medical conditions experienced in primary care:	
	Hypertension
	Diabetes
	Obesity
	Depression
	Chronic Pain
	Orthopedic Issues (i.e. arthritis, joint pain, low back pain)
	COPD
	Chronic renal failure
	Heart failure
	Asthma
	HIV
	Hepatitis C
	Alcoholism
	Substance Abuse
	Women's Health - pelvic and breast exams, pap smears, acute conditions (i.e. vaginal discharge, pelvic pain)
	Contraception management - counseling and prescribing
	Acute/Sick Visits - i.e. viral vs. bacterial, flu, strep, otitis media
Assesses, treats and manages over time common conditions experienced by the following specified age groups:	

	Infant (0 to 1)	
	Toddler (1 to 3)	
	Preschool (4 to 5)	
	School Aged (6 to 12)	
	Adolescents (13 to 18)	
	Early Adulthood (19 to 40)	
	Middle Adulthood (40 to 64)	
	Late Adulthood (65+)	
Performs clinical skills commonly seen in primary care:		
	EKG interpretation	
	Nexplanon (insertion and removal)	
	IUD (insertion and removal)	
	Biopsy (punch, shave, excisional)	
	Simple suturing (including removal)	
	Joint Injection	
	Medicated Assisted Treatment	
Competency Domain 3. Practice-Based Learning and Improvement		
Evaluates one own practice to identify deficiencies in personal knowledge and clinical practice skills		
Actively seeks feedback from faculty, mentors, peers, patients, and other members of the healthcare team		
Applies concepts of evidence-based practice to clinical decision making		
Uses information technology and data to optimize learning and improve care		
Competency Domain 4. Interpersonal and Communication Skills		
Presents case to preceptor in a clear, concise and organized fashion		
Communicates with patients, their families, and/or caregivers effectively		
Communicates with colleagues within own profession and interprofessional healthcare team effectively		
Completes clinical documentation in a timely manner		
Demonstrates sensitivity, honesty, and compassion in difficult conversations with patients, their families, and/or caregivers		
Demonstrates cultural-sensitivity in interpersonal interactions and communication		
Competency Domain 5. Professionalism		
Demonstrates a moral commitment to the ethical principles of care, confidentiality, informed consent, and business practices, including compliance and relevant laws, policies and procedures		
Demonstrates respect for patient dignity, privacy, confidentiality and autonomy		
Establishes and maintains professional boundaries with patients, their family and colleagues		
Competency Domain 6. System-Based Practice		
Demonstrates awareness of organizational policies and procedures that support patient-centered healthcare delivery		
Applies care coordination strategies		

Incorporates considerations of cost awareness while promoting the best quality patient outcomes	
Identifies and utilizes necessary community resources to meet the individual needs of a patient and their families	
Utilizes health information technology systems to improve quality of patient care	

Competency Domain 7. Interprofessional Collaboration	
Works with other healthcare professionals to establish and maintain a climate of mutual respect, dignity, ethical integrity and trust	
Collaborates with other healthcare professionals for delivery of evidence-based patient-centered care	
Demonstrates an understanding of roles and responsibilities of all members of the healthcare team	

Competency Domain 8. Personal and Professional Development	
Practices flexibility and maturity in adjusting to change with the capacity to alter one's behavior	
Demonstrates emotional resilience and stability in the workplace	
Demonstrates healthy coping mechanisms to respond to stress	
Recognizes that ambiguity is part of clinical healthcare and responds by utilizing appropriate resources in dealing with uncertainty	
Provides leadership skills that enhance team functioning and the learning environment	

COMMENTS