

KSA FOR INITIAL COMPETENCY ASSESSMENT FOR NURSING PROCESS (RN)

This form is to describe what is entailed in completing the initial competency assessment for Nursing Process. It is to be used as a guide for the preceptor and the employee to understand the expected knowledge, skills, and attitude (KSA) that is required to safely construct an individualized patient plan of care demonstrated by critical thinking through the application of the nursing process.

COMPETENCY DOMAIN	METHOD OF VERIFICATION
KNOWLEDGE RN able to articulate that the nursing process is foundational to the RNs decision making <ul style="list-style-type: none"> • Link to ANA Scope and Standards 1-6 Link to current Scope and Standards Institutional license pending. Permalink to UCLA Biomedical Library_ ANA 2010 edition • Link to Title 16 • Link to Title 22 http://www.rn.ca.gov/pdfs/regulations/npr-b-53.pdf Policies/Guidelines: <ul style="list-style-type: none"> • Assessment of Patients in the Medical Center <ul style="list-style-type: none"> ◦ http://www3.mednet.ucla.edu/Policies/pdf/enterprise/HS1310.pdf • Other Related Policies: • NICU Assessment Guidelines <ul style="list-style-type: none"> ◦ http://www3.mednet.ucla.edu/Policies/pdf/NursingGuidelines/Nur-HSG5001.pdf • Multidisciplinary Perioperative Assessment Guidelines <ul style="list-style-type: none"> ◦ http://www3.mednet.ucla.edu/Policies/pdf/orservices/ORS101.pdf • Patient and Family Education <ul style="list-style-type: none"> ◦ http://www3.mednet.ucla.edu/Policies/pdf/enterprise/HS1322.pdf • Lippincott: • Plan of Care <ul style="list-style-type: none"> ◦ http://procedures.lww.com/lnp/view.do?pld=3470551&hits=plan.planning,care,plans&a=false&ad=false 	KNOWLEDGE <ul style="list-style-type: none"> • RN able to articulate that the nursing process is foundational to the RNs decision making and competent nursing practice applies critical thinking through the application of the nursing process in constructing an individualized plan of care for the patient; ANA Standards of practice 1-6 • RN articulates the role of the registered nurse as outlined in the California Nurse Practice Act, Title 16: Standards of Competent Performance & Title 22: California Code of Regulations • RN able to articulate UCLA Health Policy HS1013 Assessment of Patients in the Medical Center or other related policies to specific patient population • Accessing Lippincott and initiates or updates individualized plan of care in care connect

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SKILLS	SKILLS
<ul style="list-style-type: none"> • Includes the patient and family in the assessment, planning, implementation, and evaluation in the plan of care, that identifies outcomes that are measurable and attainable • Coordinates care delivery with the interdisciplinary team • Employs strategies to promote health and a safe environment • Evaluates progress toward attainment of goals and outcomes • Completes all elements of the plan of care in Care Connect utilizing the nursing process as a framework for critical thinking and decision making <p>(Reference Source: The American Nurses Association. (2015). <i>Nursing: Scope and Standards of Practice</i>. Silver Spring, MD: Nursebooks.org.)</p>	<ul style="list-style-type: none"> • Direct observation or participation of the RN formulating a individual plan of care utilizing the nursing process including the patient and family in the assessment, planning, implementation, and evaluation. • Direct observation of care coordination with the interdisciplinary team • Direct observation of the RN employing strategies to promote health and a safe environment • Direct observation of RN evaluating progress toward attainment of goals and outcomes • Direct observation RN documenting all elements of the plan of care in Care Connect
ATTITUDE	ATTITUDE
<ul style="list-style-type: none"> • Values the nursing process as a framework for critical thinking and decision making in patient care • Constructs a plan of care in collaboration with the patient/family that is holistic • Articulates expected outcomes, strategies to obtain measureable outcomes, health promotion and patient safety; that is individualized to patient • Coordinates care delivery with the interdisciplinary team • Evaluates the plan of care with the patient/family. Implements changes in the plan of care based on the medical and nursing stability of the patient and progression towards identified goals 	<ul style="list-style-type: none"> • Direct observation of the RN utilizing the nursing process for critical thinking and decision making in patient care • Direct observation of the RN collaborating with the patient/family in the construction of individualized plan of care, educates the patient/family on outcomes and strategies to obtain measureable outcomes, health promotion and patient safety
QSEN Competencies Alignment: Patient Centered Care	