



COLLEGE OF NURSES
OF ONTARIO

ORDRE DES INFIRMIÈRES
ET INFIRMIERS DE L'ONTARIO

THE STANDARD OF CARE.

NP Practice Assessment

February 23, 2011

Heather Hickey, Advanced Practice Consultant, CNO

Annette Ellenor, Advanced Practice Consultant, CNO

Theresa Agnew, PHCNP (CNO Peer Assessor)

Lee Berriault, PHCNP (CNO Peer Assessor)

Copyright © College of Nurses of Ontario, 2011

Objectives

- Provide a brief overview of the College of Nurses of Ontario's Quality Assurance (QA) program
- Discuss the Chart Review and Interview Assessment
- Provide an update on the Practice Simulation Assessment



Overview

The QA program includes the following components:

- Self-Assessment
 - Practice Reflection
 - Developing and maintaining a Learning Plan

- Practice Assessment

- Peer Assessment

2011 QA Program Year

The selected practice documents for 2011 are:

- Documentation
- Infection Prevention and Control
- Nurse Practitioners

Selection for Practice Assessment

Selection:

- Members will become eligible for Practice Assessment after their second year of registration
- NPs will be selected to participate in one of three Practice Assessments
- Selection for Practice Assessment will occur in March 2011

Assessment Development

NPs are involved in all phases of assessment development, including:

- Blueprint
- Item Writing
- Review Committee
- Pilot Testing

<http://www.cno.org/en/learn-about-standards-guidelines/get-involved/>

Chart Review and Interview Assessment

- Combination of Chart Simulated Recall and Behaviour Based Interview
- Resources
- Completed in NP's practice setting with a Peer Assessor

Chart Review and Interview Assessment (continued...)

- Peer Assessor: NPs in practice working with CNO
- Not a chart audit
- Use “neutral” body language; can’t give any feedback at the time

Chart Review and Interview Assessment (continued...)

- Preparation is key
 - Review CNO standards and NP framework; carefully consider criteria for selection
- Answer the questions as if you are doing a case presentation
 - Brief and ‘to the point’
- Many NPs initially express being nervous and later comment that “It wasn’t as bad as I thought it would be.”

Practice Simulation

- Clinical assessment that includes a series of stations using standardized patients
- A standardized means to assess: physical examination, history-taking skills, communication skills, and the ability to make a diagnosis and develop a plan of care for treatment or management

NP Core Competencies

- Health Assessment and Diagnosis
- Therapeutic Management
- Health Promotion and Prevention of Illness and Injury
- Professional Role, Responsibility and Accountability

What to Expect!

- Twelve stations (plus two rest stations)
- Scenarios are based on competencies conducted in day-to-day practice
- Interaction with standardized patients
- Presence of an NP Examiner

What is this Assessment Focused on?

- Continued competency assessment
- What NPs do on a day-to-day basis
- Facilitative process
- Identification of areas of strength and the opportunity to recognize need for improvement

Next Steps...

- Pilot test is scheduled for June 2011
- Practice Simulation will be fully integrated into the QA program in 2012

Contact information: aellenor@cnomail.org

Results

- Peer Assessor makes recommendations
- Quality Assurance Committee reviews results and makes final decisions
- Once a member has successfully met the requirements they are exempt from the Practice Assessment component of the Quality Assurance Program for a minimum of five years

Supports / Resources

- Guidelines/Fact Sheets
- Sample Learning Plans
- Learning Modules for selected standards
- Practice Simulation DVD
- Teleconferences
- Presentations/ Workshops
- Practice Assessment Guide

www.cno.org/maintain-your-membership/quality-assurance/

CNO Resources

- Practice Inquiries (Practice Support Line)
 - 416-928-0900 (x 6397)
 - 1-800-387-5526 (x 6397)
 - prp@cnomail.org
- Outreach Program
 - www.cno.org/prac/outreach/index.htm
- Website
 - www.cno.org
 - www.cno.org/qa



Teleconference Feedback Form

Thank you for participating in the *NP Practice Assessment* teleconference on Feb 23, 2011. Please take a few minutes to complete this feedback form. Your feedback is appreciated and will help us improve our process!

You can also complete this form online at <http://www.cno.org/tc-nppa>

| | | | | |
|---|--------------------------------------|---------------------------------|--|--|
| 1. Usefulness of teleconference: | <input type="checkbox"/> Very Useful | <input type="checkbox"/> Useful | <input type="checkbox"/> Not very Useful | <input type="checkbox"/> Not at all Useful |
| Please explain your answer: | | | | |

| 2. Satisfaction with CNO speakers': | Very Satisfied | Satisfied | Dissatisfied | Very Dissatisfied | Please explain your answer |
|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|----------------------------|
| a) clarity | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| b) understanding of the topic | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| c) responses to questions | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

| 3. As a result of this teleconference, do you have a better understanding of: | | | | Please explain your answer |
|---|--------------------------|--------------------------|--------------------------|----------------------------|
| | Yes | No | Unsure | |
| a) NP Practice Assessment | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| b) Quality Assurance Resources | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

4. What could CNO do to improve this teleconference in the future? _____

5. Other comments: _____

6. Your nursing category:

- NP
- RN
- RPN
- Non-nursing (specify): _____

7. Your health care sector:

- Academia
- Acute Care
- Community & Public Health
- LTC & Rehabilitation
- Mental Health & Corrections
- Paediatrics
- Palliative
- Other: _____

8. Your role in your organization:

- Nurse Practitioner
- Staff Nurse
- Manager
- Administration
- Clinical Educator
- Clinical Nurse Specialist
- Other: _____

Thank you for your feedback.

Please fax the completed form to **416 928-9643** (attn: Tania Hassan) by Feb 28, 2011