TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER

NURSING STAFF COMPETENCY ASSESSMENT INSTRUMENT

INSTRUCTIONS:

Part I. BASIC EMPLOYEE INFORMATION:

Item 1. Employee Name:

Item 2. Employee Social Security Number:

Item 3. Employee’s Date of Hire:

Item 4. Responsible Department:

Item 5. Date of Evaluation:

Conference: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Part II. PERFORMANCE RATING BY COMPETENCY AREA:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| # | COMPETENCY AREA | N/A | 1 | 2 | 3 | 4 | 5 |
| **1.** | **OVERALL TECHNICAL SKILLS** |  |  |  |  |  |  |
| A. | Equipment Utilization |  |  |  |  |  |  |
|  | 1. Spirometer |  |  |  |  |  |  |
|  | 1. Scales |  |  |  |  |  |  |
| B. | Medication Administration |  |  |  |  |  |  |
| C. | Vital Signs |  |  |  |  |  |  |
| D. | Resuscitation Skills |  |  |  |  |  |  |
| E. | Joint Commission (JACHO) Requirements |  |  |  |  |  |  |
| **2.** | **COMMUNICATIONS** |  |  |  |  |  |  |
| A. | Staff Meetings |  |  |  |  |  |  |
| B. | Health Care Team Participation |  |  |  |  |  |  |
| C. | Telephone Communication |  |  |  |  |  |  |
| D. | System Utilization |  |  |  |  |  |  |
| E. | Patient/Family Communication |  |  |  |  |  |  |
| **3.** | **PATIENT/FAMILY ADVOCACY** |  |  |  |  |  |  |
| A. | Family Centered Care |  |  |  |  |  |  |
| B. | Psychosocial Issues |  |  |  |  |  |  |
| C. | Growth/Development Issues |  |  |  |  |  |  |
| D. | Home Care Planning/ Needs Assessment |  |  |  |  |  |  |
| E. | Cost Containment |  |  |  |  |  |  |
| **4.** | **DOCUMENTATION** |  |  |  |  |  |  |
| A. | Nursing Assessment |  |  |  |  |  |  |
| B. | Education |  |  |  |  |  |  |
| C. | Telephone Consultation |  |  |  |  |  |  |
| **5.** | **LEADERSHIP** |  |  |  |  |  |  |
| A. | Role Modeling |  |  |  |  |  |  |
| B. | Supervisory Skills |  |  |  |  |  |  |
| C. | Staff Development-Participation |  |  |  |  |  |  |
| D. | Continuing Education |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| # | COMPETENCY AREA | N/A | 1 | 2 | 3 | 4 | 5 |
| **6.** | **CRITICAL THINKING SKILLS** |  |  |  |  |  |  |
| A. | Pharmacology |  |  |  |  |  |  |
| B. | QI |  |  |  |  |  |  |
| C. | Nursing Judgment |  |  |  |  |  |  |
| D. | Rationale for Nursing Actions |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |