Integrating ANA Standards of Professional Nursing Practice into RN Competency: Overcoming Obstacles and Decreasing Organizational Variation

Andrea-Jean Murphy, MHPE, BSN, RN-BC, CHES
Rebecca Lundgren, MN, RN-BC, CHTP

I. Identify the organizational need
   a. A standard, system-wide core RN competency in support of the organization’s:
      Nursing Philosophy, Mission and Values, Interdisciplinary Standards of Practice, Patient Care Delivery Model, Documentation Processes

II. First Steps
   a. Collect existing RN Competencies and Job Descriptions
   b. Research of literature
   c. Components to consider:
      Accreditation and Regulatory Bodies, Quality and Safety Education for Nurses (QSEN) competencies, Institute of Medicine (IOM) Core Competencies for Interprofessional Collaborative Practice, The American Nurses Association (ANA) Standards of Professional Nursing Practice, The healthcare organization: as in I.a. above

III. Findings from review of literature
   a. ANA Nursing Scope and Standards of Practice
      “Are authoritative statements of the duties that all registered nurses, regardless of role, population or specialty, are expected to perform competently”

IV. Obstacles
   a. Organizational Variation, such as Policies, Practices, Equipment and Resources
   b. Strive for Best-Practice Resolution versus a Work-Around
      • Differentiate: Competency Statements, Position Description Statements, Performance Evaluation, ANA Standards of Practice (1-6), ANA Standards of Professional Performance (7-16), Threads
      • Align wording within the competencies to reflect documentation wording and processes
      • Word a competency so that it applies to various sites and settings
      • Determine what “really isn’t competency” and can be documented in a different venue
• Determine those competencies that must be validated during the probationary period and those that can be validated after. Focus on the job skills and abilities that are required in the first months to perform a job safely (Wright).

c. Engage Stakeholders

d. Develop Organizational Criteria for Skill Validation
   • System-wide Skill Check Lists utilizing Evidence-based Best Practices and System-Wide Standards of Practice
   • Determine skills requiring validation during Probationary Period vs. after probationary period

V. Designing a Competency Document
   a. Develop competency statements that reflect the ANA Standards of Professional Nursing Practice
      • Example: ANA Standard One: Assessment:
        “The registered nurse collects comprehensive data pertinent to the healthcare consumer's health and/or the situation.”

<table>
<thead>
<tr>
<th>Competency Assessment: Demonstrates the ability to collect comprehensive data pertinent to the patient’s health and/or the situation</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Completes nursing assessments according to the Interdisciplinary Standards of Practice</td>
</tr>
<tr>
<td>• Collects pertinent data from the patient, significant others, and health care providers</td>
</tr>
<tr>
<td>• Reports critical results of test and diagnostic procedures on a timely basis</td>
</tr>
<tr>
<td>• Assesses for barriers to effective communication</td>
</tr>
<tr>
<td>• Communicates identified Care Management needs</td>
</tr>
<tr>
<td>• Documents relevant data in a retrievable format</td>
</tr>
</tbody>
</table>

b. Consider more than one method of competency validation: Donna Wright’s Eleven Different Categories of Competency Verification Methods. For initial competency, the most common are: Demonstration, Evidence of daily work and documentation, Simulation with debriefing, Reflective Practice, Case Scenario, Skill Trainers

VI. Build Individual Accountability into the Competency Document

VII. Consider that additional role-specific, unit-specific, population-specific competencies may be required
   a. Consider building into the document population-specific competencies that focus on aspects of age, developmental level, cultural and ethnic considerations of the populations served.
Group Exercise
Instructions:
1. Work in groups of 3-4
2. Compose an RN Competency statement that integrates an ANA Standard of Professional Nursing Practice.
3. Outline criteria that support meeting the competency statement.

Considerations:
• Your organization’s Standards of Practice
• Your organization’s Documentation wording and processes
• The ANA competency statements that accompany the ANA Standard of Practice
• Consider wording so that it applies to various healthcare settings

STANDARDS OF PROFESSIONAL NURSING PRACTICE
Standard 2. Diagnosis
The registered nurse analyses the assessment data to determine the diagnoses or the issues.

COMPETENCIES
The registered nurse:
• Derives the diagnoses or issues from assessment data.
• Validates the diagnoses or issues with the healthcare consumer, family, and other healthcare providers when possible and appropriate.
• Identifies actual or potential risks to the healthcare consumer’s health and safety or barriers to health, which may include but are not limited to interpersonal, systematic, or environmental circumstances.
• Uses standardized classification systems and clinical decision support tools, when available, in identifying diagnoses.
• Documents diagnoses or issues in a manner that facilitates the determination of the expected outcomes and plan.

References


California Code of Regulations

California Board of Registered Nursing
Retrieved from http://www.rn.ca.gov/

Centers for Medicare and Medicaid Services


The Joint Commission
Retrieved from http://www.jointcommission.org/


Contact the speakers:
Murphy.Andrea-Jean@scrippshealth.org
Lundgren.Rebecca@scrippshealth.org