From Chaos to Competency: Implementing Donna Wright’s Competency Model Into a Multi-Hospital System

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Purpose

Implement an evidence-based, standardized annual nursing competency program in a 5 hospital health system utilizing Donna Wright’s competency model

Relevance/Significance

• Nurse Educators struggle with inconsistencies in planning and measuring competency while maintaining staff accountability

• Competency assessment should be a dynamic process appropriate for the organization and the staff

• Building a program based on adult learning principles supports accountability and allows employees to take ownership of the competency process (Wright, 2005)

• Adult learning principles incorporate experiential learning, real-life clinical situations, and utilize various methods (Knowles, 1980)

• Key areas described by Wright (2005) when developing a meaningful competency model:
  • choosing competencies that matter
  • selecting the right assessment method
  • focusing on the employee

Evaluation

• First (modified) competency year began with 3 core competencies. January 1st 2014 - May 1st 2014

• Second competency year inclusive of core and specialty specific competencies. July 1st 2014 - May 1st 2015

Implications for Future

• Evaluate outcomes of new model: QI data, incident reports, staff feedback, leadership feedback

• Increase collaboration with unit leadership and staff in identification of competencies

• Approved variances to address unit specific needs in a system process

References


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