FROM COMPETENCY CHECKLIST TO A PROFESSIONAL PRACTICE PARADIGM: A NEW VISION FOR ANNUAL PRACTICE EVALUATION

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- **Background information related to problem identification:**
  1. Yearly Competencies not producing measurable practice changes.
  2. Yearly Competencies not grounded in evidence based practice, *Professionalism* or ANA standards focusing on self directed learning and self regulated practice.
  3. Difficulty standardized competencies for various Pre/Post/PACU units (6 total) comprised of pediatrics, adults, inpatients, outpatients and sedations units.

- **Objectives of project:**
  1. Build competency program based on self assessment of skills with menu of self directed learning methods available for those self assessing as less than competent.
  2. Integrate Professional Practice Model within competency assessment.
  3. Develop topic "Champions" within each unit to spread knowledge out among various staff.
  4. Provide 1:1 rounding experience for all educators/staff to review self assessment and introduce the concept and practice of peer review.

- **Process of implementation:** Worked with staff educators and managers from 6 different units developing individual competencies based on staff needs assessment, hospital requirements, ASPAN recommendations, and current practice issues. Unit specific in-services introducing Competency Program (*powerpoint available). Program launched with "wrap up" including 1:1 session with each staff and their staff educator, reviewing self assessments and performing documentation review. For "high risk" staff, Professional Practice Leader (Cyndi Painter), conducted 1:1 alongside educator, compiling data for future follow-up. Optional Hands On Skills session provided 3x during year for those interested.

- **Statement of the successful practice:** 100% of staff completed program with program evaluation showing support for model. Champions developed and maintained. Model being implemented within other units and possible institutions.

- **Implications for advancing the practice of perianesthesia nursing:** Supports the role of the Professional Nurse being self directed and self regulated. Uses self reflection and peer evaluation to change and direct practice.