

ADAPTATION & IMPLEMENTATION OF THE COPA MODEL

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The Competency Outcomes and Performance Assessment Model (COPA) is an innovative design of supportive teaching and learning strategies originated in the academic fields, by Carrie B. Lenburg, EdD, RN, FAAN. The methodology of COPA improved upon the historically subjective and inconsistent practices of education through its structured framework focused on outcomes, interactive learning strategies, and psychometric evaluation of performance assessment¹ Lenburg organized the COPA Model into Eight Core Practice Competencies that transferred readily to the service and healthcare environments.

They are categorically:

1. Assessment and Intervention Skills
2. Communication Skills
3. Critical Thinking Skills
4. Human Caring and Relationship Skills
5. Management Skills
6. Leadership Skills
7. Teaching Skills
8. Knowledge Integration Skills

The Vermont Nurse Internship Coalition group established a preceptor training project (VNIP) incorporating the COPA concepts to promote a nurturing format of transitioning the novice, and the experienced nurse, into a new workplace.

The VNIP initiatives were recognized by NYSNA and The Saratoga Hospital.

As a Saratoga hospital employee, I participated in a special project team, “*The Plattsburg Ten*”, and attended an interactive Train-The-Trainer Workshop offered by VNIP², to learn and integrate the COPA Model into practice settings.

The objective of this poster is to present the details and explanation of the timely process involved in adapting and adopting the theoretical concepts of the COPA Model at the Saratoga Hospital. Topics included, but are not limited to: The Saratoga Hospital Nursing Internship Policy, clinical coaching project, perianesthesia specialty internship competency evaluation, preceptor plan, and documentation.

¹ Lenburg, Carrie B., EdD, RN, FAAN, “The Framework, Concepts and Methods of the Competency Outcomes and Performance Assessment (COPA) Model”. [Online Journal of Issues in Nursing](#) Sept. 30, 1999.

² Boyer, Susan, M. Ed. , FAHCEP Executive Director, VT Nurses in Partnership.