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# Using Core Competencies to Help Staff Remain Proficient

**Mary Leyk MSN, RN-BC, ONC**

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## Problem

Implement a competency program that engages staff compared to usual computer-based training modules.

**Objective:** Design a multi-modal competency program for bedside nursing staff.

## Plan

- Annual Needs Assessment
- Utilize unit-based ROE (Research Orientation Education) Committee to assist with development and completion by staff
- Develop quarterly topics with adequate time for completion
- Topics based on Orthopaedic Nursing Core Competencies and Core Curriculum for Orthopaedic Nursing
- Use multiple teaching delivery methods to enhance the learning process (Benner, Kiel)
- Utilize Leadership member for Performance Improvement trends

## Team Members

- **Mary Leyk, RN** – Bone & Joint Center Educator
  
  ROE Chair

- **Angie Moscho, RN** – Bone & Joint Center Director

- **Crystal Ahner, RN**

- **Megan Botz, RN**

- **Danielle Botzek, RN**

- **Lisa Hall, RN**

- **Nicci Kulaf, RN**

- **Jessica Rekowski, LPN**

- **Sadie Sevgs, RN**

- **Gina Anderson-Mulum, RN** – Total Joint Specialist

- **Kalen Sohre, RN** – Orthopedic Trauma Specialist

## Process

### Quarter ONE

**Traction – low volume-high risk**

- Poster presentation – scenario/handout to complete

Developed by Educator and Ortho Trauma Specialist

### Quarter TWO

**Mobility – increased falls noted in recent quarters**

- Demonstration – three identified patient movements: lateral transfer, micro-turn/micro-shift, bed to chair transfer

Developed by bedside staff (ROE members), verified by Educator; all ROE members validate all staff

### Quarter THREE

**Pain – implementing new Pain Protocol to streamline medication use**

- Exemplar – patient story describing pain management using non-medication intervention using defined criteria

Developed by Educator with Specialists; post stories on Education Board

### Quarter FOUR

**Palliative Care – highly requested need from staff**

- Puzzle – crossword puzzle with clues for various aspects of Palliative Care

Developed by staff RN (ROE member) collaborating with Palliative Care Department; ROE members correct puzzles

## Progress

- Each module allowed 4-8 weeks to complete
- ROE members involved with development, implementation and encouraging staff to complete in timely manner
- Implemented July 2014
- Review staff satisfaction using Survey Monkey at completion of program in July 2015
- Review Patient Satisfaction survey scores for pain for July 2015 and October 2015

## References


