Effectively Measuring
The 11 Maine Nurse Core Competencies

Enderson Miranda, MBA, CPHQ
OMNE Annual Meeting
Freeport, ME
September 30th, 2016

Why Measure Core Competencies?

- Efficiently Allocate Educational / Training Resources
- Reduce variation in practice that leads to clinical errors
- Identify Internal Champions and Empower their Growth from Within
- Improve RN retention and RN Recruitment
- Increase staff satisfaction and engagement scores / NDNQI
- Ensure Practice at Highest Level of Education and Licensure
- Improve Patient Satisfaction / HCAHPS scores
The Project

Design a customizable and fully scalable measurement platform
Identify funding and grant opportunities in order to make it cost effective for all participants
Build the software solution
Identify the early adopters
Begin pilot

The Early Adopters

Mount Desert Island Hospital
TAMC
Waldo County General Hospital
northern maine MEDICAL CENTER
MaineHealth
CARY MEDICAL CENTER
Redington-Fairview General Hospital
Pen Bay Medical Center
MaineHealth
The Three Pillars of Effective Competency Measurement

Organizations must measure the right types of competencies based on their needs.

People-Centric and focused on professional growth.

They must utilize a tool or system that empowers them to do so in an efficient and scalable manner.

Introducing OnRole

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OnRole Measures the 11 Maine Nurse Core Competencies based on its Knowledge, Skills, and Behaviors

OnRole provides comprehensive data collection options. Variables can include self, supervisor, peer, preceptor, and/or direct report data-points.
OnRole utilizes all aspects of the 360° data you collect to create detailed reports on competencies and actionable items.

Training and development will be tailored to address real needs based on the insights gathered.
Identify Individual's Strengths and Align them to their Roles
OnRole Technology Check-list

• User friendly and easy to complete assessments
• Ultra-secure so your data is protected
• Cloud-Based and accessible from any web-enabled device
• Can be customized to your specific needs
• Real-time results are available throughout all management levels
• Reports are intuitive and training is included in order to maximize your insights / analytics

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The Pilot
Initial Timeline

September ‘16 - November ‘16: 
Evaluation: Data Collection Phase

November ‘16 - March ‘17: 
Insight and Development - Data Analysis and Tailored Education Recommendations based on initial data

April ‘17 - May ‘17
Re-Evaluation: Second assessment cycle to measure results to initial educational efforts

The Power of Data

• 8 initial organizations
• 203 participating RNs
• 609 total assessments created
• 66,990 answers will be completed, measuring skills, knowledge, and behaviors
• Over 1.4 million data points will be collected
How it works from a user's perspective
Safely login from any web-enabled device

Leverage the software platform to collect additional demographic and key data about your staff
Fully customizable user profile fields

Individual user dashboard with assignments
Intuitive user interface

Examples of available reports
Identify areas for maximum impact

Leverage data to analyze results
Uncover specific areas of opportunity

OnRole

Behavior Analysis Report

Please select desired level

- Novice
- Advanced Beginner
- Competent
- Proficient
- Expert

OnRole

Behavior Analysis Report - Advanced Beginner

<table>
<thead>
<tr>
<th>Evidence-Based Practice</th>
<th>Score</th>
</tr>
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<tbody>
<tr>
<td>Participates in data collection and other research activities</td>
<td>8</td>
</tr>
<tr>
<td>Utilizes current evidence and clinical experience to decide when to modify clinical practice</td>
<td>7</td>
</tr>
<tr>
<td>Develops individualized care plans based on best current evidence, consumer values, and clinical expertise</td>
<td>5</td>
</tr>
<tr>
<td>Accesses evidence-based reports related to clinical practice topics and guidelines</td>
<td>5</td>
</tr>
</tbody>
</table>

Systems-Based Practice

<table>
<thead>
<tr>
<th>Score</th>
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<tbody>
<tr>
<td>Participates in solving work unit inefficiencies and operational failures that impact consumer care, such as those involving supplies, medications, equipment, and information</td>
</tr>
<tr>
<td>Uses education and referral to assist the consumer and family through transitions across the continuum of care</td>
</tr>
<tr>
<td>Considers resources available on the work unit when contributing to the plan of care for a consumer or group of consumers</td>
</tr>
<tr>
<td>Collaborates with members of the health care team to prioritize resources for the purposes of achieving quality outcomes</td>
</tr>
</tbody>
</table>
Identify your internal experts

Analyze individual 360 results
Analyze individual 360 results

Benchmarking and comparative opportunities
Side-by-side comparisons

360 Comparative Report

1. Bachelor of Science in Nursing (BSN)
2. Associate Degree in Nursing (ADN)

Summary

<table>
<thead>
<tr>
<th>Professional Behavior</th>
<th>Sample 1</th>
<th>Sample 2</th>
<th>Average</th>
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</thead>
<tbody>
<tr>
<td>Overall</td>
<td>3.28</td>
<td>2.99</td>
<td>3.14</td>
</tr>
<tr>
<td>Professionalism</td>
<td>3.38</td>
<td>3.12</td>
<td>3.25</td>
</tr>
<tr>
<td>Teamwork and Collaboration</td>
<td>3.48</td>
<td>3.20</td>
<td>3.34</td>
</tr>
<tr>
<td>Evidence-Based Practice</td>
<td>2.93</td>
<td>2.73</td>
<td>2.83</td>
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<tr>
<td>Patient-Centered Care</td>
<td>3.49</td>
<td>3.19</td>
<td>3.34</td>
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<tr>
<td>Leadership</td>
<td>3.33</td>
<td>2.97</td>
<td>3.15</td>
</tr>
<tr>
<td>Communication</td>
<td>3.51</td>
<td>3.16</td>
<td>3.33</td>
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</table>

Detailed Analysis

<table>
<thead>
<tr>
<th>Question</th>
<th>Item 1</th>
<th>Item 2</th>
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<tbody>
<tr>
<td>Demonstrates accountability for own nursing practice</td>
<td>3.56</td>
<td>3.42</td>
</tr>
<tr>
<td>Applies recognised standards of practice</td>
<td>3.22</td>
<td>3.14</td>
</tr>
<tr>
<td>Exercises critical reasoning and critical thinking</td>
<td>3.31</td>
<td>3.09</td>
</tr>
<tr>
<td>Provides high quality, safe, and effective patient care</td>
<td>3.22</td>
<td>3.53</td>
</tr>
<tr>
<td>Implements plan of care within legal, ethical, and regulatory framework of nursing practice</td>
<td>3.00</td>
<td>3.10</td>
</tr>
<tr>
<td>Complies with mandated reporting regulations</td>
<td>3.33</td>
<td>2.85</td>
</tr>
<tr>
<td>Provides constructive feedback to peers</td>
<td>3.61</td>
<td>3.33</td>
</tr>
<tr>
<td>Receives constructive feedback from peers</td>
<td>3.44</td>
<td>3.37</td>
</tr>
<tr>
<td>Demonstrates collegiality</td>
<td>3.31</td>
<td>3.48</td>
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</tbody>
</table>
Any questions?