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## Competency Assessment Supervised Clinical Experience (SCE)

### CANDIDATE IDENTIFICATION

First Name, Surname

TRP<sup>1</sup> #:

TRP expiry date:

Location of the SCE (practice environment):

SCE dates | Start:

End:

### ADAPTION OF NURSING PRACITCE TO THE NEW BRUNSWICK CONTEXT

Table 1 Competency Assessment should be consulted throughout the SCE to:

- help candidates to refine their competency by concentrating on the aspect that they want to improve;
- help placement supervisors to direct candidates in improving their competency;
- allow placement supervisors to assess candidates at the midway and end points of the placement.

Table 1 is used by checking the box which best corresponds to what the IEN demonstrates.

The mid-term competency assessment by the placement supervisor takes place no more than 320 hours after the start of the placement. The IEN reads the competency assessment, makes comments and signs. The mid-term assessment is kept and sent to NANB at [ienapplications@nanb.nb.ca](mailto:ienapplications@nanb.nb.ca) with the completed final assessment at the end of the SCE.

The placement supervisor fills out a new copy of the competency assessment for the final assessment. Based on the IENs performance, the placement supervisor determines whether the IEN has passed or failed the placement and checks the appropriate box. A Pass mark on the placement attests that the IEN has successfully adapted their practice to the NB context. The IEN again makes comments and signs.

At the end of the SCE the mid-term and final competency assessment forms are sent to NANB at [ienapplications@nanb.nb.ca](mailto:ienapplications@nanb.nb.ca).

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<sup>1</sup> A Temporary Registration Permit (TRP) is mandatory to participate in the adaptation placement.

**Table 1 Competency Assessment**

<b>Criteria</b>	Observables demonstrating competency as achieved <b>Level 3</b>	Observables demonstrating competency as acceptable <b>Level 2</b>	Observables demonstrating competency as insufficient <b>Level 1*</b>
1. Clinical competence	<p>Demonstrates clinical competence in providing care to the clients in the practice environment.</p> <p>Uses critical inquiry to assess, plan, intervene and evaluate client care and related services.</p>	<p>Mostly demonstrates clinical competence in providing care to the clients in the practice environment.</p> <p>Sometimes needs assistance with critical inquiry but demonstrates good transfer of knowledge.</p>	<p>Does not have the required level of clinical competence required for the clinical practice environment.</p> <p>Critical inquiry is lacking.</p>
2. Proper use of the vocabulary of nursing practice in the NB context	<p>Masters the vocabulary of nursing practice in the NB context.</p>	<p>Uses most of the vocabulary of nursing practice in the NB context properly.</p> <p>Any misunderstanding of vocabulary does not present a risk for safe care delivery</p>	<p>Makes mistakes or leaves out some interventions secondary to not understanding/using the vocabulary of nursing practice in the NB context well enough.</p>
3. Effective involvement of the members of the care team	<p>Efficiently plans and distributes care activities. Delegates to the appropriate members of the care team. Reserves the complex situations for themselves and delegates simpler care activities.</p> <p>Changes the distribution of care activities as needed.</p>	<p>Distributes care activities to be delegated to the members of the care team authorized to carry them out, without planning and as needs arise</p>	<p>Does not involve the members of the care team or assigns tasks reserved for nurses to members of the care team who are not authorized to carry them out.</p>
4. Demonstration of nursing leadership	<p>Advocates judiciously for the client with the members of the care team in various situations. Behaviour has a positive influence on the other members of the care team.</p> <p>Participates actively in interprofessional meetings and encourages dialog among participants.</p>	<p>Advocates for the client with the members of the care team only in critical situations.</p> <p>Shows professionalism toward members of the care team.</p> <p>Participates in interprofessional meetings and presents clinical cases in their entirety.</p>	<p>Hesitates to advocate for the client with members of the care team from other professions. Little interaction with the other members of the care team.</p> <p>Does not participate much in interprofessional meetings and only presents a few points in the clinical cases being discussed.</p>
5. Appropriate use of the Nursing Care Plan	<p>Creates and modifies the nursing care plan. Records all pertinent information needed for the client's clinical treatment.</p>	<p>Uses the nursing care plan. Records all information needed for the client's clinical treatment sometimes includes non-pertinent information.</p>	<p>Uses the nursing care plan irregularly. Does not record all information needed for the client's clinical treatment.</p>
6. Adequate knowledge of community services	<p>Selects community services that match the client's situation.</p> <p>Knows a large range of community services that can be involved in continuity of care.</p>	<p>Chooses from preselected, community services those appropriate for her clientele.</p> <p>Knows most of the community services that can contribute to continuity of care for her clientele.</p>	<p>Suggests community services that do not match the client's situation.</p> <p>Has a limited knowledge of community services.</p>
7. Client center care	<p>Actively involves clients and families in care delivery.</p>	<p>Usually adjust nursing practice by allowing clients and families to be involved in the care delivery.</p>	<p>Nursing practice is impersonal, does not take into account different family contexts.</p>

## PLACEMENTS SUPERVISOR ASSESSMENT AND SIGNATURE

Practices according to the <i>Code of Ethics for Registered Nurses</i>	YES	NO
Practices according to the <i>Standards of Practice for Registered Nurses</i>	YES	NO

*\*Please specify the reasons supporting this finding in the comments below.*

Placement supervisor comments:

Indicate whether the assessment is mid-term or final:            Mid-Term            Final

Decision of the placement supervisor (at the end of the placement)            Pass            Fail

\_\_\_\_\_  
Signature of the Placement Supervisor

\_\_\_\_\_  
Registration #

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of the Nurse Manager/Director of Nursing

\_\_\_\_\_  
Registration #

\_\_\_\_\_  
Date

## IEN COMMENTS AND SIGNATURE

IEN Comments:

\_\_\_\_\_  
Signature of the IEN

\_\_\_\_\_  
Date

Once the SCE is finished, please send mid-term and final assessments to NANB at [ienapplications@nanb.nb.ca](mailto:ienapplications@nanb.nb.ca)