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**Beyond Mnemonics: Novel
Methods for Competency Based
Education**

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Experts in pediatrics, Advocates for children.

1

Speaker Disclosure

- We have no relevant disclosures




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2

Learning Objectives

1. Apply principles of competency-based education to pediatric competencies
2. Evaluate a variety of methods to assess and teach competencies
3. Create new methods within the classroom to align with a competency-based curriculum




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3

Competency Based Education (CBE)

- Definition of **competency-based education**:
 - “A system of instruction, feedback, self-reflection, and academic reporting that is based on students demonstrating that they have learned the knowledge, attitudes, motivations, self-perceptions, and skills expected of them as they progress through their education” (American Association of Colleges of Nursing, *The Essentials: Core Competencies for Professional Nursing Education*, 2021, p. 4)
- Impact of Competency-Based Nursing Education
 - Shifting our focus from what learners *know*, to what they can *do*



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4

Competency Based Assessment

- Assessing a learner based on competency
- Student-led rather than faculty-led
- Not time-constrained
 - Competencies are sequenced progressively and drive curriculum design (AACN, 2023)
 - Formative and summative assessments (AACN, 2023)
- Pediatric instructors require novel methods for transitioning to a competency based approach to educating and assessing learners

5

NONPF Competencies

- National Organization of Nurse Practitioner Faculties (NONPF) has defined **NP core competencies** since 1990
- **Population-Based Competencies** (2012)
 - *Acute Care Pediatric*
 - *Primary Care Pediatric*
 - Some competencies overlap between the PNP tracks; others are unique

6

NONPF Core Competencies vs. AACN Essentials

- | | |
|--|---|
| <ul style="list-style-type: none">• NONPF Core Competency Areas:<ul style="list-style-type: none">• Scientific Foundation• Leadership• Quality• Practice Inquiry• Technology and Information Literacy• Policy• Health Delivery System• Ethics• Independent Practice | <ul style="list-style-type: none">• AACN Domains for Nursing Competence (2021):<ol style="list-style-type: none">1. Knowledge for Nursing Practice2. Person-Centered Care3. Population Health4. Scholarship for the Nursing Discipline5. Quality and Safety6. Interprofessional Partnerships7. Systems-Based Practice8. Informatics and Healthcare Technologies9. Professionalism10. Personal, Professional, and Leadership Development |
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7

NONPF – AACN Application

- NONPF updated the NP Role Core Competencies in 2022
- Population-based competencies remain in progress pending consensus of multiple working groups on definitions and applications of expected competency
- NONPF has crosswalked the NP Role Core Competencies (2022) and implementation guidelines for the AACN essentials (2024)
 - Population-specific application in limbo pending updated competencies
 - We have crosswalked the AACN Essentials to the current NONPF PNP-PC/AC competencies

8

Backward Design Applied to Achieve Direct Assessment of Competency

Figure 2: Backward Design Applied to Achieve Direct Assessment of Competency



9

Madness to Methods Exercise

- Adapted from Medical College of Wisconsin 2009
 - Attendees were encouraged to adapt and utilize this exercise
- Two sets of cards:
 - Methods
 - Sub-competencies from AACN - NONPF PNP Competencies

10

It's Your Turn! (Game rules)

- Break into small groups (4-6)
- Select a dealer/scorekeeper
- Shuffle and deal the methods cards (N+1 per player); retain additional cards
- Dealer turns over a competency card face up
 - Each player chooses one methods card that will achieve the teaching objective
 - Each player has one minute to persuade the other players why their card is best for achieving the competency
 - All players vote for the best method but cannot vote for themselves
- Continue until each player is down to 2 cards in their hand
- Shuffle, re-deal, and play again!
- The player with the most votes wins *(see detailed directions on each table)*

11

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12