

Competency Category (i.e. Restraints) and Major Performance Expectation. Detailed appraisal criteria maintained within department.	Application	Measurement Method	E = Exceeds S = Satisfactory NI = Needs Improvement	cognitive model
N = Neonate - Birth - 6 wks. I = Infant - >6 wks. - 1 year P = Preschool - 1 - 5 years S = School Age - 6 - 12 years AD = Adolescent - 13-18 years A = Adult - >18 years - 64 years G = Geriatric - 65 years - > PS = Patient Safety WS = Worker Safety		D = Demonstration O = Observation V = Verbalization exemplar T = Test PR = Peer Review R = Record Review QI = Quality Review P = Presentation CS = Case Studies		

Competency Category

Competency: ABUSE/NEGLECT REPORTING

Performance Expectations:

The Participant will:

1. Identify common patterns in physical abuse/neglect.
2. Identify signs and symptoms of emotional abuse and neglect.
3. Report abuse/neglect to appropriate agencies.
4. Identify inconsistencies in injury and explanation of cause of injury.
5. Refer suspected abuse to Case Management Addictions Counselor.

Competency: COMMUNICATION

Performance Expectations:

The participant will be able to:

1. Demonstrate professionalism in all communication skills.
2. Demonstrate ability to communicate change in a positive manner.
3. Demonstrate ability to address conflict resolution and problem solving issues in a constructive/proactive manner.
4. Demonstrate effective physician relations.
5. Demonstrate skill in writing memorandums, correspondence, preparing reports, and utilizing hospital software.

Measurement Method	Competency Rating	Comments/ Action Plan
E S NI	NI	
D-O-V-T-PR-R-QI-P-CS	3/24	Anna participate on a DCS check in from a reference made in regard to a sexual abuse case on patient in this facility
	SH	
D-X-O-X-V-T-PR-R-QI-P-CS	3/24	Anna has shown professionalism in her communication with staff and field instructor. She is utilizing meditech well. communicate she challenges
	SH	

11/15 + 12/30 12/31

processes through our chronic suits