

The Competency Outcomes Performance Assessment Model

Lenburg, C. 1999. Online Journal of Issues in Nursing.

Lenburg's Eight Core Practice Competencies with specific subskills

1. Assessment and Intervention	<ul style="list-style-type: none"> a. safety and protection b. monitoring and data collection c. assessment, analysis, and planning d. therapeutic treatments and procedures e. utilization of medical equipment for monitoring & therapeutic intervention
2. Communication	<ul style="list-style-type: none"> a. oral skills: 1) talking, listening, with individuals 2) interviewing, history taking 3) group discussion, interacting 4) telling, showing, reporting b. writing skills: 1) clinical reports, care plans, charting 2) agency reports, forms, memos 3) articles, manuals, directions, instructions c. computing skills - documentation; information processing; application of nursing informatics as it relates to: 1) clients, agencies, other authorities 2) information search and inquiry 3) professional responsibilities
3. Critical Thinking	<ul style="list-style-type: none"> a. data collection, evaluation; integrating pertinent data from multiple sources b. integration of theory and principles within clinical practice, analysis, planning c. problem solving; diagnostic reasoning; creating alternatives d. decision making; prioritizing; anticipates potential problems e. scientific inquiry; research process
4. Human Caring and Relationship	<ul style="list-style-type: none"> a. morality, ethics, legality b. cultural respect; cooperative interpersonal relationships c. client advocacy d. relationship-based care e. teamwork and collaboration
5. Management	<ul style="list-style-type: none"> a. administration, organization, coordination b. planning, delegation, supervision of others c. human and material resource utilization d. accountability and responsibility; performance appraisals e. quality improvement; quality assurance
6. Leadership	<ul style="list-style-type: none"> a. collaboration; coalition building b. assertiveness; risk taking c. creativity, vision to formulate alternatives d. planning, anticipating, supporting with evidence e. professional accountability; role behaviours; appearance
7. Teaching	<ul style="list-style-type: none"> a. Target: individuals & groups; clients, families, community, co-workers, others b. health promotion; health restoration; effective self-care c. supporting patient and/or family goals for life and wellness d. coaching, mentoring, precepting, teaching, e. assessment, protection, development, evaluation
8. Knowledge Integration	<ul style="list-style-type: none"> a. integration of nursing, healthcare and related disciplines b. systems thinking and systems-based practice c. integrating analysis within systematic, care-focused communications (SBAR) d. specialty-focused care that is population-specific & individualized e. evidence-based practice and patient care

As adapted from Figure 1 – Lenburg's eight core practice competencies with subskill examples. The Framework, Concepts, and Methods of the Competency Outcomes and Performance Assessment (COPA). © 1999 Online Journal of Issues in Nursing. Sept. 30, 1999. <http://www.nursingworld.org/mods/archive/mod110/coparef.htm>