Continued Competence for the APRN: NBCRNA Sets Sail for the CPC Program

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OBJECTIVE AND OVERVIEW

- Describe the strategy for quantification of continued competence as illustrated by the structure of the CRNA recertification process
- Evolution of nurse anesthesia credentialing
- Timeline for the Continued Professional Certification (CPC) Program
- Development Process
- Introduction to Constituents
- CPC Committee and Public Comment Period
- Next Steps & Lessons Learned
Our Mission

To promote patient safety through credentialing programs that support lifelong learning

Our Vision

To be recognized as the leader in advanced practice nurse credentialing
E VOLUTION OF NURSE ANESTHESIA CREDENTIALING
<table>
<thead>
<tr>
<th>YEAR</th>
<th>EVENT</th>
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<tbody>
<tr>
<td>1945</td>
<td>First Qualifying Examination</td>
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<tr>
<td>1956</td>
<td>The initials CRNA, designating certified registered nurse anesthetist were introduced</td>
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<tr>
<td>1969</td>
<td>Certificates of professional excellence at 5-year intervals awarded to members with documented completion of additional clinical and didactic experience</td>
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<td>1975</td>
<td>CCNA formed and assumed responsibility for the initial certification of nurse anesthetists</td>
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<td>YEAR</td>
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<tr>
<td>1976</td>
<td>Mandatory CE approved for implementation in 1978</td>
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<tr>
<td>1978</td>
<td>Council on Recertification formed and assumed responsibility for the recertification of nurse anesthetists</td>
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</table>
| 1982 | NCCA accreditation  
The “Qualifying Examination” became the National Certification Examination |
<p>| 1992 | ABNS accreditation for the Councils |</p>
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<tr>
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<tr>
<td>1992</td>
<td>The CCNA investigates Computer Adaptive Testing (CAT)</td>
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<tr>
<td>1996</td>
<td>The CCNA transitions to Computer Adaptive Testing (CAT)</td>
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<td>2007</td>
<td>NBCRNA Incorporation</td>
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<tr>
<td>2009</td>
<td>The certification examination included alternative item types</td>
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<tr>
<td>2010</td>
<td>Recertification Task Force Appointed</td>
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“The rapidly changing character and increasing complexity of nurse anesthesia practice demands continuous updating of the practitioner’s knowledge, understanding and skills. Any improvement in standards and expectations could not be accomplished without the ongoing involvement of knowledgeable and skillful professionals who were engaged in a lifelong growth process.” — Susan Caulk CRNA MA

“The escalating speed with which science and technology advances has led many to conclude that the half-life of learning is growing exceedingly short, thereby making it even more important to validate health care professionals’ currency of knowledge and continuing competence on a periodic basis.” — Ira P. Gunn, MLN,CRNA, FAAN
Timeline for CPC Program
Timeline for CPC Program

ICE
• 2007: Benchmark Study

Recertification Task Force
• 2008 – 2009: Practice Analysis
• 2010: CPC Program

CPC Committee
• 2011: Development Process
Development Process
Development Process

- RTF Literature Review
- RTF Debate Best Practices
- Ideal Program Components to NBCRNA Board May 2011
- Considerable Discussion
- NBCRNA presents to AANA Leadership May & August 2011
Introduction to Constituents
Introduction to Constituents

• Developing a new standard for ongoing certification of registered nurse anesthetists

• Focus groups at national meetings
  – Students, practitioners, educators, national and state leaders

• Over the past 2 years, the NBCRNA Board of Directors have provided information at a variety of meetings about upcoming changes to the recertification program
  – National meetings
  – State meetings
    • 30 state meetings
    • Over 2000 CRNAs in attendance
Introduction to Constituents

CPC Public Comment & Feedback Review

- Emails, letters and communications since August 2011
- NBCRNA Tumblr Blog
- NBCRNA Survey
- AANA Survey
- AANA Email
- State Presentations
CPC Committee Summary
Committee Charges:

1. To collect, review, and summarize all sources of information that might help the NBCRNA better evaluate the proposed CPC Program
2. Review the major concerns of stakeholders
3. Suggest modifications

Committee Process

1. Weekly conference calls
2. SWOT Analysis
3. Delphi Process
4. Literature Review of 60 articles
The Delphi Process and Results

**Purpose:** To establish a valid set of CPC Program items consistent with the NBCRNA vision and address the concerns of:

- Cost
- Time commitment
- Professional practice requirements
- Testing
- Re-entry into practice
The CPC Committee conducted an extensive review of 60 medical and scientific resources from the past 30 years.

Executive summaries were created for all 60 resources to facilitate review by all stakeholders.

Summaries included all key findings presented in each resource and were not limited strictly to points supporting the CPC program.
Literature Review: Themes

- Competence
- Need for Change
- Support for a Multimodal Approach
- Examinations
- CE
- Competency Modules
- Self Assessment
- Learning & Psychological Concepts
- Public Support
- Grandfathering
- Government Intervention
Communications

• Solicited Comments Sept 6 – Nov 14, 2011
• Responses Received
  – NBCRNA Emails: 920
  – NBCRNA Survey: 4,200
  – NBCRNA Blog: 280
  – AANA Survey: 6,631
  – AANA Emails: 1,249
• Qualitative and Quantitative Analysis of 10% Sample
Recurring Themes

- Timing
- Announcement
- Empirical Evidence
- Mistrust and Misunderstanding
- NBCRNA
- Positive Comments
Qualitative Feedback

• General Reaction to Recertification
• Training (Continuing Education Units, Modules, Access to Training)
• Core Competencies
• Practice Requirements
• Recertification Exam
• Grandfathering (Exemption)
• Cost/Time
To assess current trends, the NBCRNA conducted an extensive review of recertification practices across a wide range of medical fields.

### Advanced Practice Nurses
- Nurse anesthetists
- Certified nurse midwives
- Nurse practitioners

### Independent Practitioners
- Anesthesiologists
- Medical Examiners
- Optometrists
- Pharmacists
- Podiatrists

### Other Practitioners
- Anesthesiologist assistants
- Occupational therapists
- Physical therapists
- Physician assistants
Next Steps
Next Steps

- January 2012 NBCRNA Board Meeting
- February 2012 AANA Board Presentation
- Communications to Constituents
- CPC Committee
- Components Developed
Program Components

• Begins January 1, 2016

• Recertification cycle is every 4 years
  – “Progress audit” every two years with a reminder letter sent to individuals not completing at least half of the required components

• Continuing education credits
  – 15 Assessed Credits
  – 10 Professional Activity Units (“non-assessed”)
    • Non-assessed units are self monitored by the certificant, but audited by the NBCRNA as necessary

• Self – Study Modules
  – Evidence-based self-study modules on the four core competencies to be completed every 4 years
Program Components - Examination

- **Exam every 8 years** (every other recertification cycle)

- **For individuals certified before January 1, 2024** the first exam would be for diagnostic purposes only
  - The diagnostic exam will require **extra CE above the minimum CE requirement for failure to meet pre-establish standards** in each content area,
  - Nurse anesthetists will **be required to achieve a passing score on all subsequent exams** to maintain certification

- **Nurse anesthetists certified January 1, 2024 and after** will be required to achieve a passing score on the exam to maintain certification
• In recognition of the role of local credentialing bodies, the NBCRNA will no longer monitor practice hours as a part of the CPC program beginning 2016

• Employment facilities and credentialing departments will monitor as required by their policies

• Difficult to accurately document

• Re-entry Challenges
Lessons Learned

- Communications
- Patient Safety Focus
- Credentialing Mission and Vision
Boards of Nursing

- Track APRN status
- Credential Verification
- www.nbcrna.com

Use this page to verify the credentialing status of an individual nurse anesthetist. This primary source verification will provide employers and all interested parties substantiation of the nurse anesthesia credentials.
Boards of Nursing

• **Credential Verification**: You can verify the following information for CRNAs:
  - Date of initial certification*
  - Name of the nurse anesthesia educational program completed
  - Date the nurse anesthesia educational program was completed
  - Current recertification status

*For nurse anesthetists initially certified prior to 1985, only the recertification status can be verified; the date of initial certification will not be available.

• **Reports to Individual States**
  - Alabama, Ohio
Summary

- www.nbcrna.com
- Frequently Asked Questions
- CPC Summary Report

CPC Program Announcement

On Wednesday, February 22, 2012, the NBCRNA notified all nurse anesthetists of the final CPC Program requirements as modified from the public comment period. These requirements will go into effect on January 1, 2016. Please see the documents below for more information.

- CPC Announcement Letter (PDF)
- CPC Requirement Comparison Chart (PDF)
- CPC Summary Report (PDF)
- CPC Program FAQs (PDF)
- CPC Presentation Slides (PDF)

www.nbcrnacpc.com
Questions