Plenary Session 3: Assessment of Professional Competency of Doctors, Nurses and Pharmacists
Assessment of Professional Competency

Objectives:

• Identify the major issues/challenges in assessment facing your profession today
• Describe ongoing and/or future efforts to address continuing professional development/competence
• Explore the potential for international growth in your profession’s assessment function
• Identify opportunities for collaboration among the three organizations
Plenary Session 3: Panelists

• David A. Johnson, MA
  - FSMB, Vice President of Assessment Services

• Debra Scott, MSN, RN, FRE
  - NCSBN, Board of Directors
  - NV Board of Nursing, Executive Director

• Jeanne D. Waggener, RPh
  - NABP, Executive Committee Member
  - TX Board of Pharmacy, President
Objectives

**Panelist Comments:**

- Identify the major issues/challenges in assessment facing your profession today
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**Discussion Topic:**

- Identify opportunities for collaboration among the three organizations
Major challenges in assessment for USMLE

• Seeking *authenticity* in assessment…

• may require sacrifices elsewhere.  
  e.g., standardization, sampling size, reliability, test security
Continuing professional development (CPD) in medicine

1971: 1st medical board requires CME
2004: FSMB House of Delegates policy statement on continuing competence
2012: MOL pilot projects
2000: ABMS Maintenance of Certification
2007: AOA BOS Osteopathic Continuous Certification
2008: Joint Commission standards include ongoing professional evaluation
Test security: Parallel tracks

Test Development & Administration

- Item/test development
- Test site security
- Scoring forensics

Interactions with Examinees

- Messaging/agreements
- Registration
- Surveillance
International perspective: USMLE administered in 51 countries today

Showcasing the value of independent assessment
Major Challenges in Assessment for Nurses

- Who should be responsible?
- Three million licensed nurses
- What standard should be used to evaluate continued competence?
- Nurses are educated as generalists
- Ever present emerging knowledge
- Consequences for failure to maintain continued competence?
Entry Level Competence
NCLEX-RN and NCLEX-PN

Practice Analysis

Test Plan

Item/Test Development

Computerized Adaptive Testing

Passing Standard

Security and Surveillance
Ongoing Efforts to Address Continuing Competence for Nurses

- Continuing Education
- Ensuring Continued Competence Through Regulation
- Professional Profiles and Self-Assessment
- Practice Hours
- Certification and/or examination
The Guiding Principles for Continued Competence in Nursing

• Adopted by the NCSBN Delegate Assembly in August 2010
• Describes nursing regulation’s responsibility
• Describes the individual nurse’s responsibility
• Addresses a culture of continued competence and life long learning
• Describes a regulatory model for ensuring continued competence
• Underscores the ultimate goal of patient safety
NCSBN Continued Competence Pilot Study

• Methods of assessing continued competence
  – Examination
  – Professional Certification
  – Self-Assessed Competency
  – Continuing Education

• Comparing supervisor-rated competency
  – 300 Nurses
  – 60 Supervisors
  – 3 Hospitals in metropolitan Chicago
National Council Licensure Examination