



Nurse Practitioner Learning Needs Assessment

General Skills: core abilities needed to function in an Advanced Practice Nursing role

Novice					Expert
Learning Needs	1 Not Applicable	2 Developing	3 Refining/Enhancing	4 Highly Developed	
NP demonstrates proficiency in the following areas:					
Oral communication					
Written communication					
Perform independently as well as a member of health care team					
Ability to take initiative					
Demonstrate leadership ability					
Adapt quickly to changing situations					
Function in a demanding and stressful environment					
Conceptual, organizational, interpersonal, critical thinking, problem solving and decision making skills					
Plan, manage and implement change					
Foster interpersonal relationships (effective negotiation/conflict resolution)					
Group facilitation skills					

Direct Comprehensive Care: patient focused activities that include assessments, procedures, interpretation of data and patient counseling.

Novice					Expert
Learning Needs	1 Not Applicable	2 Developing	3 Refining/Enhancing	4 Highly Developed	
Perform advanced comprehensive and focused health assessments					
Synthesize health assessment information					
Use critical thinking and decision making to formulate differential diagnoses					
Order appropriate screening and diagnostic investigations					
Interpret results utilizing critical thinking and decision making skills					
Communicate with patients about health findings					
Collaborate with patients re: management of medical conditions					
Collaborate with other health care team members re: patient management					
Determine and prescribe treatments based on theory and evidence					
Monitor patient response to treatment/management plan					
Demonstrate sound clinical reasoning to evaluate plan of care					
Demonstrate knowledge of established outcome criteria to evaluate plan of care					
Document in a timely, accurate and relevant manner					
Assess, diagnose, manage and evaluate patient health concerns within context of patient's experience and determinants of health					
Apply theories of family dynamics					
Apply principles of pharmacology in selecting and prescribing drugs					
Monitor and discuss with patient expected response and adherence					
Utilize health teaching principles with patient management					

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Direct Comprehensive Care continued:

Learning Needs	1 Not Applicable	2 Developing	3 Refining/Enhancing	4 Highly Developed
Carry out advanced therapeutic interventions (minor surgical and invasive procedures)				
Coordinate and facilitate care by liaising with other health care providers, agencies and community resources				
Provide counseling and education to patients and families				
Demonstrate cultural competence; making resources available to those from diverse backgrounds				
Recognize ethical issues inherent in delivery of health care and facilitate client decision making about their health				
Act as a clinical expert/resource to establish, maintain and improve patient care delivery				
Demonstrate expert skills in formal and informal consultation with nursing and other disciplines				
Provide specialized knowledge regarding patient problems and practice issues through consultation with physicians, nurses and other members of the health care team, patients and their families				
Determine the need for health promotion and primary and secondary prevention strategies for individuals, families/groups and implements same				
Collaborate with patients, interdisciplinary teams and community members in assessing health promotion and illness prevention needs of patients, families and community outcomes				
Use a population health and community development approach in planning, developing and implementing health promotion and illness prevention and health management strategies/programs				

Research: practice that challenges the status quo and seeks better patient care through scientific inquiry and incorporating evidence-based practice into direct patient care.

Novice	Expert			
Learning Needs	1 Not Applicable	2 Developing	3 Refining/Enhancing	4 Highly Developed
Identify and/or develop research questions				
Participate and contribute to research relevant to practice				
Critically analyze research literature and apply relevant research to practice				
Integrate evidence based nursing, medicine and critical inquiry into practice				
Facilitate utilization of research findings in clinical practice by all health team members				

Education: contributions to caregiver, student and public learning related to health and illness.

Novice	Expert			
Learning Needs	1 Not Applicable	2 Developing	3 Refining/Enhancing	4 Highly Developed
Participate in professional development of nursing peers and other health professionals				
Identify learning needs of various care providers and contribute to the development of educational programs/resources to assist them to identify, prioritize and provide quality care for defined populations				
Provide clinical supervision, education and mentoring for graduate nursing students, medical students and residents				



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Support of Systems: professional contributions to standards, quality initiatives, and development of policies, procedures and practice guidelines to optimize nursing practice within the institution.

Novice	Expert			
Learning Needs	1 Not Applicable	2 Developing	3 Refining/ Enhancing	4 Highly Developed
Participate in strategic planning to support the implementation and evaluation of advanced practice nursing in area of specialty				
Provide support to individuals, families, groups and communities for the development of programs and services, which reflect their health needs and priorities				
Provide consultation to other health care institutions, educational institutions and policy makers regarding the delivery of quality patient care				
Provide consultation to community groups and patient populations regarding health care issues within area of expertise				

Publication and Professional Leadership: promotion and dissemination of nursing and health care knowledge beyond the individual practice setting.

Novice	Expert			
Learning Needs	1 Not Applicable	2 Developing	3 Refining/ Enhancing	4 Highly Developed
Disseminate specialty knowledge of research findings through presentation and/or publications at local, regional, national and international level				
Explain and promote the role of nurse practitioner to patients, public and other health care professionals				
Participate in committees to develop policy and procedures that promote NP practice within a collaborative practice model				
Model collaborative practice among team members				
Acts as a resource person, educator, role model, advocate and/or mentor to students, health care professionals and the community				
Provide leadership to promote analysis of key issues and participate in a broad range of policy making activities to influence practice, health services and healthy public policy				
Demonstrate leadership skills, expertise, and in-depth knowledge bases consistent with advanced nursing practice				

Continuing Competency/Continuing Education

Novice	Expert			
Learning Needs	1 Not Applicable	2 Developing	3 Refining/ Enhancing	4 Highly Developed
Develops continuing education plan that aligns with the CRNM continuing competency				