



ASSESSING CORE COMPETENCIES OF SENIOR NURSING STUDENTS AND FACULTY AS INPUT TO COMPETENCY-BASED EDUCATION

Josefina A. Tuazon, RN, MN, DrPH
Mary Joan Therese C. Valera, RN, MPH
UNIVERSITY OF THE PHILIPPINES MANILA

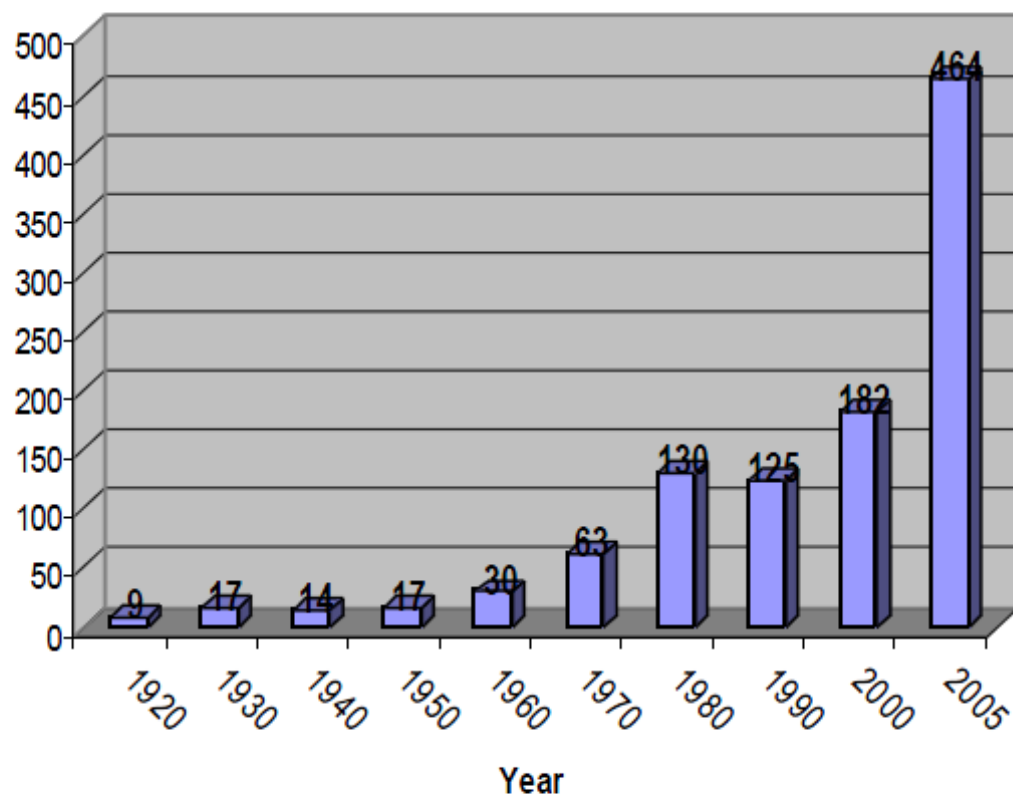


**In partnership with
GLOBAL NURSING NETWORK
Developer of Nurse MetriX**

**Through a grant from the
PHILIPPINE DEPARTMENT OF HEALTH**

Increase in Phil Nursing Programs

Higher Education Institutions in the Philippines
offering B.S. Nursing Programs, 1920-2005



- Greatest growth experienced after 2000
- Corresponds to opening of U.S. market for nurses
- “Devolution”: CHED regional offices independently issue local permits

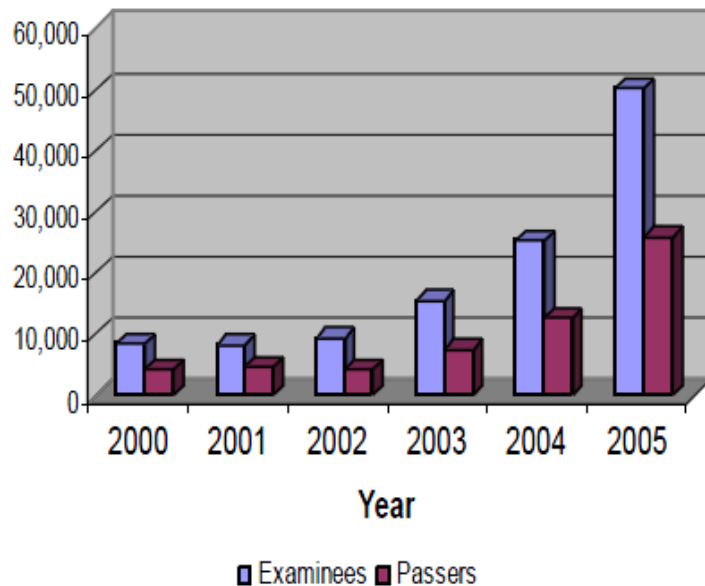
Surge in No. of Nursing Students

B.S. Nursing Program Enrollment and Graduate Data by Academic Year (Raw Counts)

AY	Graduates	Enrollment
1998-99	8,822	27,463
1999-00	5,672	25,951
2000-01	4,409	27,833
2001-02	5,425	49,995
2002-03	8,596	92,106
2003-04	14,383	178,626
2004-05	34,589	295,742
2005-06	-	397,195

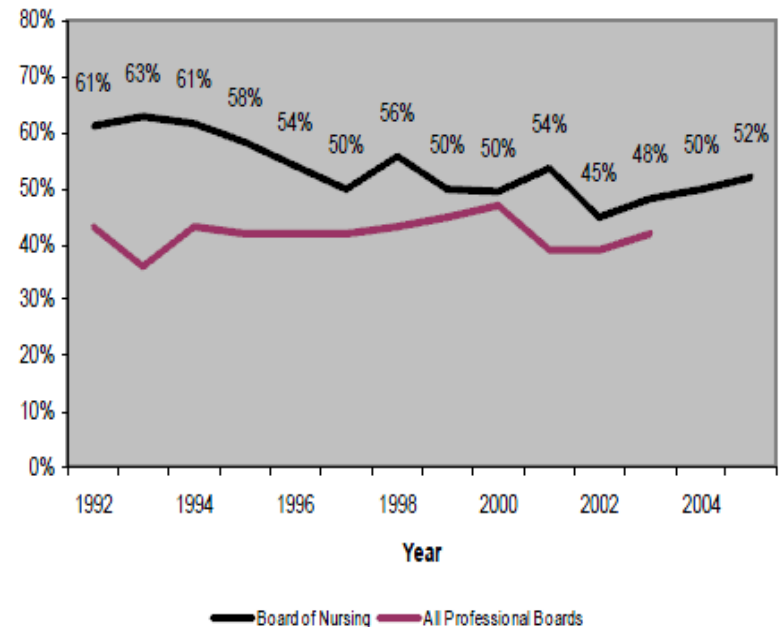
Decline in Nurse Licensure Pass Rates

**Philippine Board of Nursing Licensure Exam
Examinees and Passers, 2000-2005**



Source: Manila Times 2006

**Average Passing Rates in Philippine
Board of Nursing Licensure Exam, 1992-2005**



Source: PRC 2007

AIM OF THE STUDY

Assess core knowledge and skill competencies of senior nursing students using a Filipino-adapted NurseMetriX competency assessment test as input to the BSN curriculum

OBJECTIVES

- 1. Assess and correlate core skills and knowledge of senior students and faculty, and identify gaps in competencies, if any**
- 2. Analyze results in relation to current BSN curriculum and recommend policy directions**

NurseMetriX Competency Assessment Test

- Developed by a panel of expert nurses from Global Nursing Network (GNN), mostly used in US
- Provides appraisal and insight to nurses regarding their clinical competency, core nursing values and professional progression
- Toolkit is entirely web-based
- Pre-tested and adapted for Filipino Nurses



NurseMetriX Tool PRETEST



← answering NurseMetrix

FGD →



Competencies Assessed in NMX

CORE NURSING

- **SKILLS**
 1. Clinical assessment
 2. Technical skills
- **KNOWLEDGE**
 1. Care management
 2. Clinical reasoning

MEDICATION ADMIN

- **SKILLS**
 1. Metric conversion
 2. Fluid dosage
 3. IV Flow Rate
 4. Tablet calculation
- **KNOWLEDGE**
 1. Basic Pharmacology
 2. Medication administration
 3. Medication interaction

METHODOLOGY

- **Descriptive correlational study**
- **Randomly selected Metro Manila schools stratified by average Nurse Licensure pass rate (outstanding, high, average-performing), senior students and faculty**
- **Clinical faculty who were regular employees of the school, fulltime and part-time**
- **Consent obtained**

STUDY SAMPLE

SCHOOL CATEGORY	STUDENTS (No.)	FACULTY (No.)	TOTAL (No.)
High-performing (n = 5)	253	35	288
Outstanding (n = 2)	123	24	147
Average-Performing (n = 5)	373	107	480
TOTAL	749 (81.86%)	166 (18.14%)	915

RESULTS:

**STUDENT and FACULTY
COMPETENCIES**

NMX Scores of Students and Faculty - 1

CORE NURSING	STUDENTS	FACULTY
Overall Core Nursing	55%	66%
1. Skill	59%	72%
Clinical Assessment	59%	70%
Technical Skill	61%	76%
2. Knowledge	51%	61%
Care Management	50%	65%
Clinical Reasoning	52%	58%

NMX Scores of Students and Faculty - 2

MED ADMIN	STUDENT	FACULTY
Overall	57%	64%
1. Skill	60%	67%
Fluid Dosage	62%	72%
IV Flow Rate	44%	47%
Metric Conversions	67%	74%
Tablet Calculations	66%	71%
2. Knowledge	53%	61%
Basic Pharmacology	43%	53%
Medication Administration	69%	75%
Medication Interaction	50%	56%

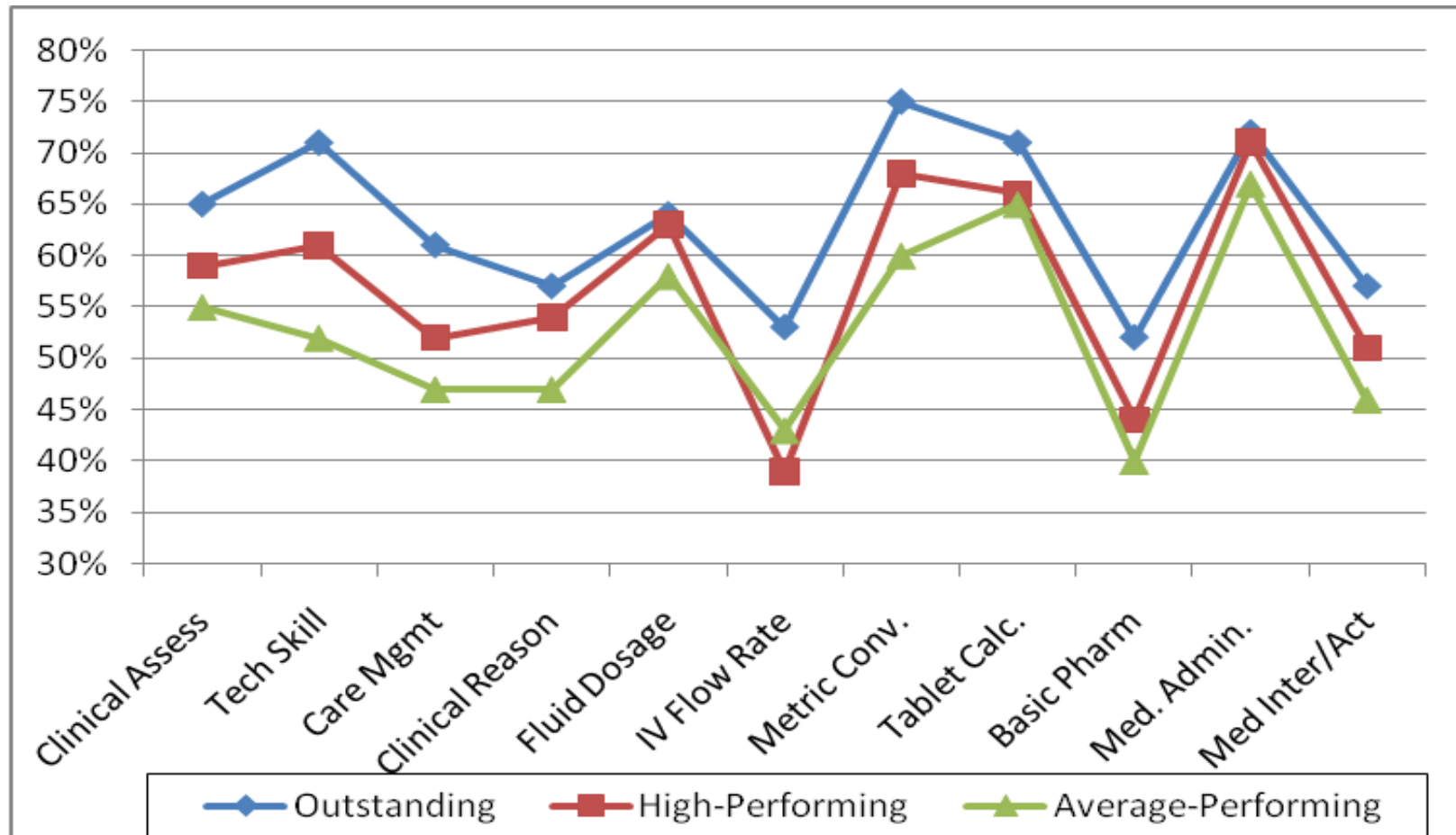
Correlation of Skills and Knowledge

	Student	Faculty
Core Nursing Knowledge Vs Core Nursing Skills	r= 0.8415 (p=0.0006)	r= 0.2816 (p=0.3752)
Med Admin Knowledge Vs Med Admin Skill	r= 0.7620 (p=0.0040)	r=-0.1110 (p=0.7313)

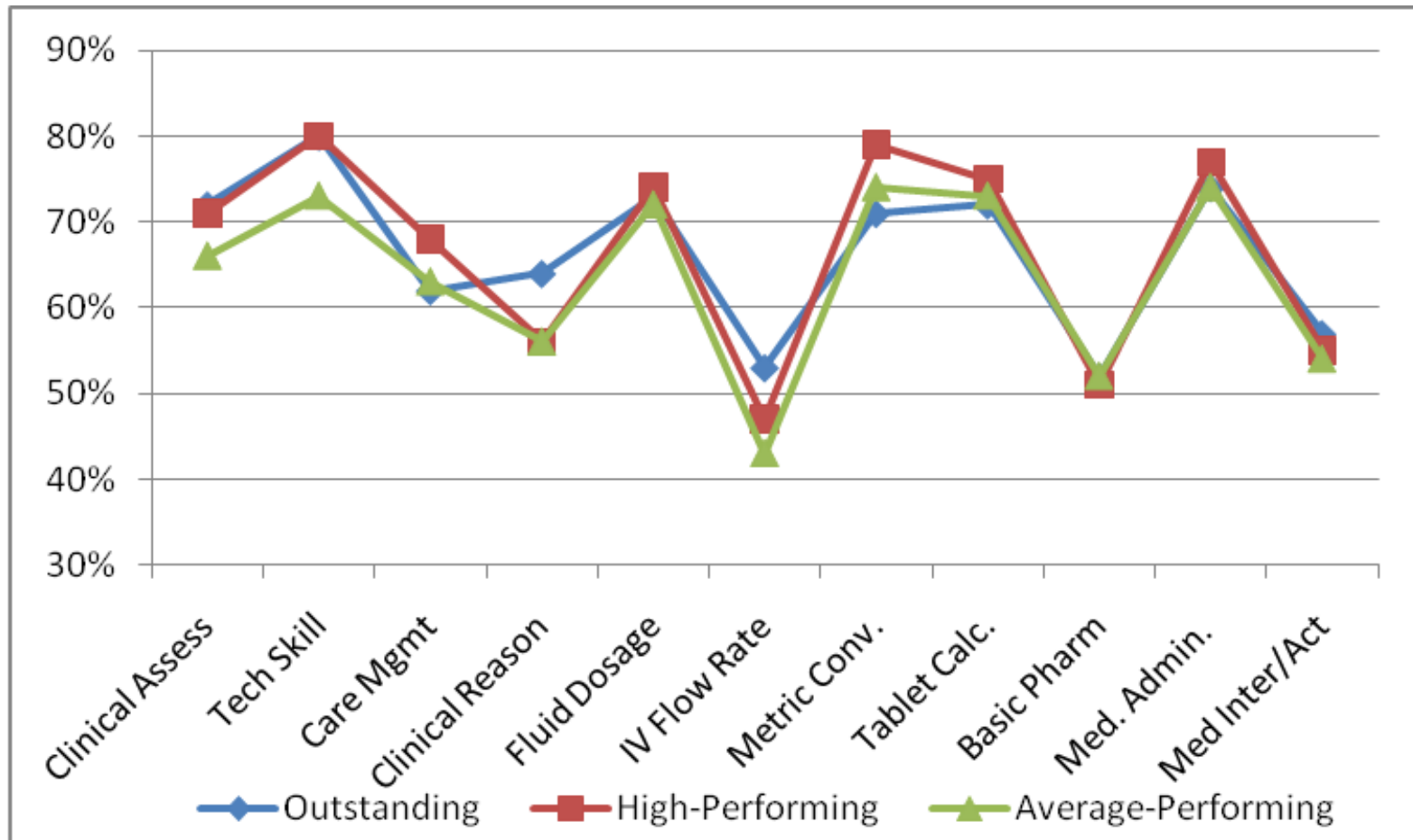
RESULTS

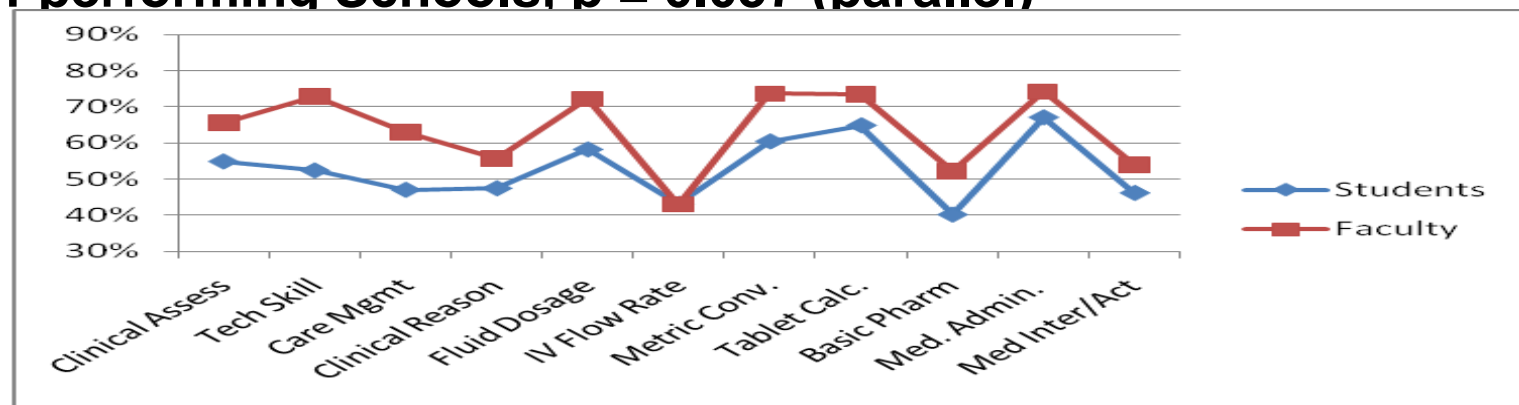
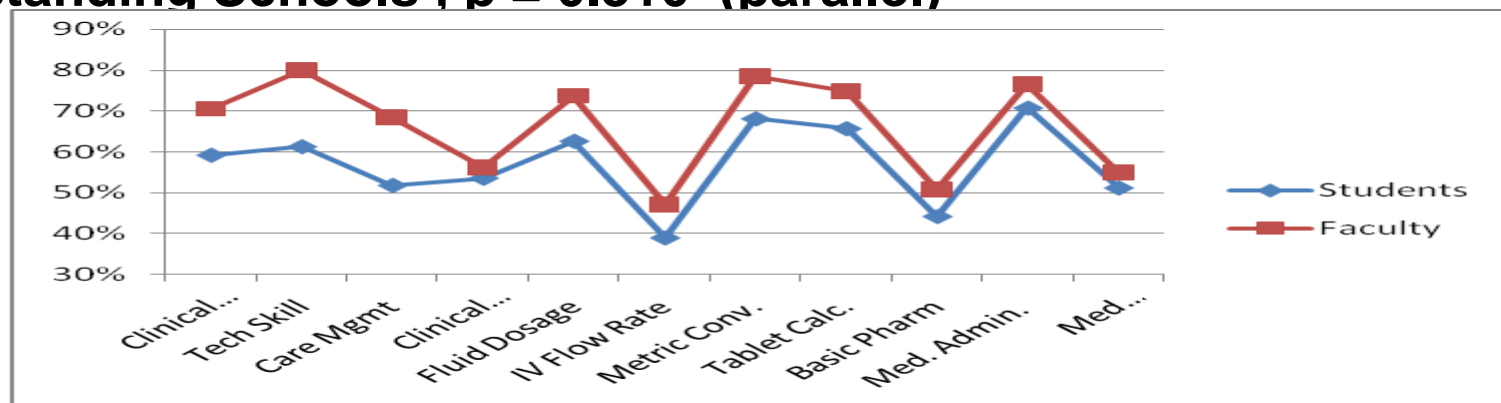
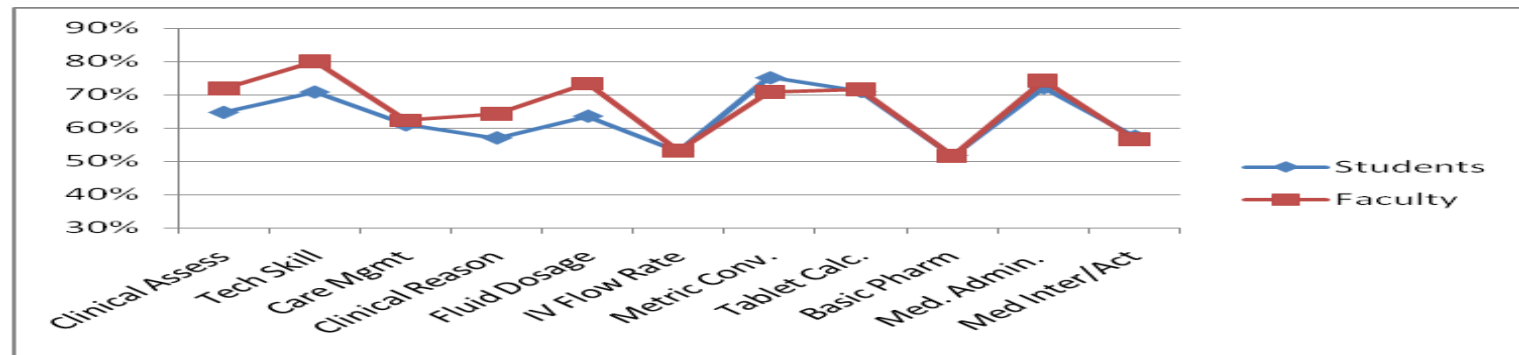
STUDENT and FACULTY
PERFORMANCE based on
SCHOOL CATEGORY
(ave NLE Pass Rate)

Students – Mean NMX Scores in Various Competency Domains per School Category



Faculty - Mean NMX Scores in Various Competency Domains per School Category





IMPLICATIONS

1. Curricular implications
2. Faculty recruitment, training & development, monitoring and performance evaluation
3. Student admission policies and regulation of enrollment size
4. Potential negative impact of global demand on quality of nursing education

IMPLICATIONS: Admission Policies, Enrollment Size

1. Although findings not conclusive because of limited no. of schools in study, there is a trend that shows lower performance as enrollment size increases
2. With larger student enrollment, there is more need for faculty, school facilities and clinical areas for RLE for adequate achievement of competencies



THANK YOU