



# The Perfect Assessment

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Microlearning Sessions by Nursing Education Network





# Key Learning Outcomes

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Introduce and provide an overview of assessments:

- Describe concepts of competence and competency in healthcare
- Multi dimensional model & capability
- Types of assessments
- Share some key learning resources





# Competence & Competency

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“**Competence** is focused on the description of the action or behaviour, whereas **competency** is focused on the individual’s behaviour underpinning the competent performance.” (Tilley, 2008, pg. 63).





# Taxonomy of Learning

- Bloom's Taxonomy, includes the cognitive domain, the affective domain and the psychomotor domains for educational objectives.
- The correct assessment will be determined by the instructional process and intended learning outcomes
- In nursing the Bondy (1983) 5 point rating scale is often utilised, which provides a hierarchy of competence:
  - Independent
  - Supervised
  - Assisted
  - Marginal
  - Dependent

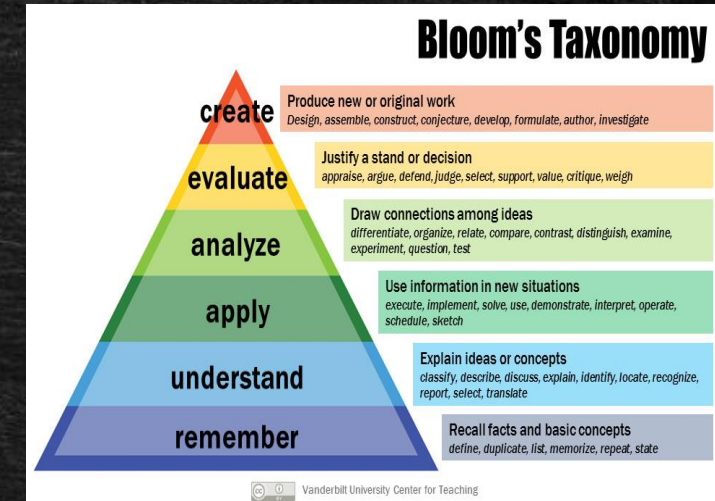


Image by Vanderbilt University Center for Teaching.



# Professional Competence: Multidimensional Model

The assessment may measure one, some or all of the following domains:

- Knowledge
  - Skills
  - Attitudes
  - Decision making
  - Problem solving
  - Professional attributes (interpersonal skills)
- McDonald (2014) states that “a multidimensional approach is essential to assess all aspects of behavior. This is especially true when assessing psychomotor skills, affective behavior, or higher-level cognitive ability such as critical thinking” (pg 7-8).





# Capability Framework

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“Capability has been described as the combination of skills, knowledge, values and self-esteem which enables individuals to manage change, be flexible and move beyond competency” (O’Connell, Gardner & Coyer, 2014).





# Assessments

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- E-learning package
- Objective structured clinical examination (OSCE)
- Oral case presentation: the hot case
- Exam (open and closed book)
- Multiple-choice
- Essay
- Reflection
- Self-assessment
- Practice portfolio
- Checklist skill task
- Appraisal: formative and summative.



Image by Gordon Johnson from Pixabay





# References

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