Nurse of the Future Nursing Core Competencies©

GAP ANALYSIS

Nursing Program_____

Contact Person_____**Phone:**_____ **Email:** _____

GAP ANALYSIS Participants

Primary completion responsibility_____

Faculty Contributing to Gap Analysis:

_____
_____
_____
_____
_____

Practice Partner(s) Contributing to Gap Analysis:

_____
_____
_____
_____

The limitation of this tool is that this is a self-assessment, the rating scores are based on the perception of the rater.

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The purpose of the Gap Analysis is to identify the gaps between what is currently being taught and what nursing programs and their clinical partners believe should be taught in order for RN students to learn the eleven Nurse of the Future Nursing Core Competencies© by graduation.

The analysis is best coordinated by one faculty member in consultation with other faculty and representative(s) from your practice partner(s). Your practice partner's feedback and comments are an essential component of the gap analysis. Your completed gap analysis is confidential and will only be reviewed by the Nurse of the Future Competency Committee. All the gap analyses will be aggregated to create a picture of nursing education in Massachusetts in relation to the eleven competencies.

Directions: Refer to the Description of the Eleven Nurse of the Future Nursing Core Competencies© and their associated Knowledge, Attitudes and Skills areas. Keep the descriptions with you as you complete this form. Review the definition and the K/A/Ss for the competency described considering all the competency knowledge areas together, all the attitude areas together and all the skills together.

For each competency:

- In column 1: Use the response scale (1 to 4) described below to assess how many overall opportunities **are currently available** within your nursing curriculum for your students to learn the knowledge, attitudes and skills (K/A/Ss) for each of the Nurse of the Future Nursing Core Competencies© by graduation. For overall score provide an average of the total for each K/A/S area. Use the worksheet provided to display individual scores for each K/A/S.

- In column 2: Provide specific evidence to support the score provided in column 1. Please indicate the learning opportunities and assessment measures that demonstrate the opportunities to learn the K/A/Ss for each competency by graduation. Please consider students' behaviors and skills in evaluating and scoring attitude areas. **Please link to evidence on the worksheet provided.**

- In column 3: Use the response scale (1-4) to indicate how many overall opportunities you believe **should be availabl**e for your students to learn the knowledge, attitudes and skills (K/A/Ss) for each competency by graduation.

- In column 4: Use the response scale (1-4) for your practice partners to indicate how many learning opportunities they believe **should be available** for your students to learn to the K/A/Ss associated with each competency by graduation. This response should be developed after discussion with your practice partner(s) about each of your expectations about what learning opportunities should be available for your students throughout the program. Please consider students' behaviors and skills in evaluating and scoring attitude areas.

- In column 5: Provide the numerical difference (including + or -) between your response in column 3 **(the opportunities you believe should be available** for your students to learn the K/A/Ss for each competency by graduation) and your answer in column 1 **(the current opportunities that are available** for your students to learn the K/A/Ss for each competency by graduation) to identify the gap.

- In column 6: Provide the numerical difference (including + or -) between the response in column 4 (what **opportunities your practice partner(s) believe should be available** for your students to learn the K/A/Ss by graduation) and your response to column 3 (**what opportunities you believe should be available** for your students to learn the K/A/Ss by graduation) to identify the gap.

- For the question: "To what extent **should** this competency as defined by these K/A/Ss be integrated into an overall future curriculum", please indicate overall faculty response in score provided for each competency.

- Comment section: Use this section to provide any additional comments, ideas or questions regarding each competency including but not limited to the K/A/Ss. Please indicate comments by nursing program, practice partner or both. In addition to any general comments, please specifically comment on or explain any K/A/S with a score of 2 or below.

- General Comments: Use this section for more detailed discussion of questions or comments about the Nurse of the Future Nursing Core Competencies©. Please indicate comments by nursing program, practice partner or both.

Response scale (1– 4):

1 **No** opportunities to learn these Knowledge areas, Attitudes or Skills (K/A/Ss) in our program.

2 Only **a few** opportunities to learn these K/A/Ss by graduation. (1-3 opportunities)

3 **Several** opportunities to learn these K/A/Ss by graduation. (4-7opportunities)

4 **Many** opportunities to learn these K/A/Ss by graduation.(7 or more opportunities)

Patient Centered Care: The Nurse of the Future will provide individualized care that recognizes patient's preferences, values and needs and respects the patient or designee as a full partner in providing compassionate, coordinated, appropriate, safe and effective care.						
Column	**1**	**2**	**3**	**4**	**5**	**6**

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Competency KAS	**Assessment of current status** How many opportunities **are currently available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**Validation of current status** Where are these learning opportunities in your curriculum and how are they taught? Summarize from worksheet. **Provide documentation on worksheet of specific learning activities and assessment measures that demonstrate how you arrived at your score in column 1.**	**Desired outcomes Nursing Program** How many opportunities do you (the faculty) **believe should be available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**Desired outcomes-Practice Partner(s)** How many opportunities **does your practice partner believe should be available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**GAP between Nursing Program Desired outcomes and Current Status** Subtract your score in column 1 from your score in column 3 to arrive at the difference between your desired outcomes and the current status.	**GAP between Practice Partners Desired outcomes and Nursing Program Desired outcomes** Subtract the score in column in 3 from the score in column 4 to arrive at the difference between the practice partner(s) desired outcomes and nursing program desired outcomes.
Patient – Centered Care Knowledge areas						
Patient Centered Care Attitudes						

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Patient Centered Care Skills						

To what extent <u>should</u> this competency as defined by these K/A/Ss be integrated into an overall future curriculum?

Not Integrated **Fully Integrated**

1 **2** **3** **4** **5**

<u>Comments:</u> Please indicate your comments by nursing program, practice partner or both. In addition to any general comments, please specifically comment on or explain any K/A/S with a score of 2 or below.

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Professionalism: The Nurse of the Future will demonstrate accountability for practicing nursing within established moral, legal, ethical, regulatory and humanistic principles.						
Column	**1**	**2**	**3**	**4**	**5**	**6**
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Professionalism Knowledge areas						

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Professionalism Attitudes						
Professionalism Skills						

To what extent <u>should</u> this competency as defined by these K/A/Ss be integrated into an overall future curriculum?

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1 **2** **3** **4** **5**

<u>Comments:</u> Please indicate your comments by nursing program, practice partner or both. In addition to any general comments, please specifically comment on or explain any K/A/S with a score of 2 or below.

Leadership: The Nurse of the Future will influence the behavior of individuals or groups of individuals in a way that will facilitate the establishment and acquisition of shared goals.						
Column	**1**	**2**	**3**	**4**	**5**	**6**
Competency KAS	**Assessment of current status** How many opportunities **are currently available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**Validation of current status** Where are these learning opportunities in your curriculum and how are they taught? Summarize from worksheet. **Provide documentation on worksheet of specific learning activities and assessment measures that demonstrate how you arrived at your score in column 1.**	**Desired outcomes Nursing Program** How many opportunities do you (the faculty) **believe should be available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**Desired outcomes-Practice Partner(s)** How many opportunities **does your practice partner believe should be available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**GAP between Nursing Program Desired outcomes and Current Status** Subtract your score in column 1 from your score in column 3 to arrive at the difference between your desired outcomes and the current status.	**GAP between Practice Partners Desired outcomes and Nursing Program Desired outcomes** Subtract the score in column in 3 from the score in column 4 to arrive at the difference between the practice partner(s) desired outcomes and nursing program desired outcomes.
Leadership Knowledge areas						

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Leadership Attitudes						
Leadership Skills						

To what extent <u>should</u> this competency as defined by these K/A/Ss be integrated into an overall future curriculum?

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<u>Comments:</u> Please indicate your comments by nursing program, practice partner or both. In addition to any general comments, please specifically comment on or explain any K/A/S with a score of 2 or below.

Systems-based Practice: The Nurse of the Future will demonstrate an awareness of and responsiveness to the larger context and system of health care and the ability to effectively call on system resources to provide care that is of optimal quality and value.						
Column	**1**	**2**	**3**	**4**	**5**	**6**
Competency KAS	**Assessment of current status** How many opportunities **are currently available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**Validation of current status** Where are these learning opportunities in your curriculum and how are they taught? Summarize from worksheet. **Provide documentation on worksheet of specific learning activities and assessment measures that demonstrate how you arrived at your score in column 1.**	**Desired outcomes Nursing Program** How many opportunities do you (the faculty) **believe should be available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**Desired outcomes-Practice Partner(s)** How many opportunities **does your practice partner believe should be available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**GAP between Nursing Program Desired outcomes and Current Status** Subtract your score in column 1 from your score in column 3 to arrive at the difference between your desired outcomes and the current status.	**GAP between Practice Partners Desired outcomes and Nursing Program Desired outcomes** Subtract the score in column in 3 from the score in column 4 to arrive at the difference between the practice partner(s) desired outcomes and nursing program desired outcomes.
Systems-based Practice Knowledge areas						

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Systems-based Practice Attitudes						
Systems-based Practice Skills						

To what extent <u>should</u> this competency as defined by these K/A/Ss be integrated into an overall future curriculum?

Not Integrated **Fully Integrated**

1 2 3 4 5

<u>Comments:</u> Please indicate your comments by nursing program, practice partner or both. In addition to any general comments, please specifically comment on or explain any K/A/S with a score of 2 or below.

Informatics: The Nurse of the Future will use information and technology to communicate, manage knowledge, mitigate error and support decision-making.						
Column	**1**	**2**	**3**	**4**	**5**	**6**
Competency KAS	**Assessment of current status** How many opportunities **are currently available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**Validation of current status** Where are these learning opportunities in your curriculum and how are they taught? Summarize from worksheet. **Provide documentation on worksheet of specific learning activities and assessment measures that demonstrate how you arrived at your score in column 1.**	**Desired outcomes Nursing Program** How many opportunities do you (the faculty) **believe should be available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**Desired outcomes-Practice Partner(s)** How many opportunities **does your practice partner believe should be available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**GAP between Nursing Program Desired outcomes and Current Status** Subtract your score in column 1 from your score in column 3 to arrive at the difference between your desired outcomes and the current status.	**GAP between Practice Partners Desired outcomes and Nursing Program Desired outcomes** Subtract the score in column in 3 from the score in column 4 to arrive at the difference between the practice partner(s) desired outcomes and nursing program desired outcomes.
Informatics Knowledge areas						

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Informatics Attitudes						
Informatics Skills						

To what extent should this competency as defined by these K/A/Ss be integrated into an overall future curriculum?

Not Integrated **Fully Integrated**

1 **2** **3** **4** **5**

Comments: Please indicate your comments by nursing program, practice partner or both. In addition to any general comments, please specifically comment on or explain any K/A/S with a score of 2 or below.

Communication: The Nurse of the Future will interact effectively with patients, families, and colleagues, fostering mutual respect and shared decision-making, to enhance patient satisfaction and health outcomes.						
Column	**1**	**2**	**3**	**4**	**5**	**6**
Competency KAS	**Assessment of current status** How many opportunities **are currently available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**Validation of current status** Where are these learning opportunities in your curriculum and how are they taught? Summarize from worksheet. **Provide documentation on worksheet of specific learning activities and assessment measures that demonstrate how you arrived at your score in column 1.**	**Desired outcomes Nursing Program** How many opportunities do you (the faculty) **believe should be available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**Desired outcomes-Practice Partner(s)** How many opportunities **does your practice partner believe should be available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**GAP between Nursing Program Desired outcomes and Current Status** Subtract your score in column 1 from your score in column 3 to arrive at the difference between your desired outcomes and the current status.	**GAP between Practice Partners Desired outcomes and Nursing Program Desired outcomes** Subtract the score in column in 3 from the score in column 4 to arrive at the difference between the practice partner(s) desired outcomes and nursing program desired outcomes.
Communication Knowledge area						

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Communication Attitudes						
Communication Skills						

To what extent should this competency as defined by these K/A/Ss be integrated into an overall future curriculum?

Not Integrated **Fully Integrated**

1 **2** **3** **4** **5**

Comments: Please indicate your comments by nursing program, practice partner or both. In addition to any general comments, please specifically comment on or explain any K/A/S with a score of 2 or below.

Teamwork & Collaboration: The Nurse of the Future will function effectively within nursing and interdisciplinary teams, fostering open communication, mutual respect, shared decision-making, team learning and development.						
Column	**1**	**2**	**3**	**4**	**5**	**6**
Competency KAS	**Assessment of current status** How many opportunities **are currently available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**Validation of current status** Where are these learning opportunities in your curriculum and how are they taught? Summarize from worksheet. **Provide documentation on worksheet of specific learning activities and assessment measures that demonstrate how you arrived at your score in column 1.**	**Desired outcomes Nursing Program** How many opportunities do you (the faculty) **believe should be available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**Desired outcomes-Practice Partner(s)** How many opportunities **does your practice partner believe should be available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**GAP between Nursing Program Desired outcomes and Current Status** Subtract your score in column 1 from your score in column 3 to arrive at the difference between your desired outcomes and the current status.	**GAP between Practice Partners Desired outcomes and Nursing Program Desired outcomes** Subtract the score in column in 3 from the score in column 4 to arrive at the difference between the practice partner(s) desired outcomes and nursing program desired outcomes.
Teamwork and Collaboration Knowledge areas						

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Teamwork and Collaboration Attitudes						
Teamwork and Collaboration Skills						

To what extent <u>should</u> this competency as defined by these K/A/Ss be integrated into an overall future curriculum?

Not Integrated **Fully Integrated**

1 **2** **3** **4** **5**

<u>Comments:</u> Please indicate your comments by nursing program, practice partner or both. In addition to any general comments, please specifically comment on or explain any K/A/S with a score of 2 or below.

Safety: The Nurse of the Future will minimize risk of harm to patients and providers through both individual performance and system effectiveness.						
Column	**1**	**2**	**3**	**4**	**5**	**6**
Competency KAS	**Assessment of current status** How many opportunities **are currently available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**Validation of current status** Where are these learning opportunities in your curriculum and how are they taught? Summarize from worksheet. **Provide documentation on worksheet of specific learning activities and assessment measures that demonstrate how you arrived at your score in column 1.**	**Desired outcomes Nursing Program** How many opportunities do you (the faculty) **believe should be available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**Desired outcomes-Practice Partner(s)** How many opportunities **does your practice partner believe should be available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**GAP between Nursing Program Desired outcomes and Current Status** Subtract your score in column 1 from your score in column 3 to arrive at the difference between your desired outcomes and the current status.	**GAP between Practice Partners Desired outcomes and Nursing Program Desired outcomes** Subtract the score in column in 3 from the score in column 4 to arrive at the difference between the practice partner(s) desired outcomes and nursing program desired outcomes.
Safety Knowledge areas						

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Safety Attitudes						
Safety Skills						

To what extent <u>should</u> this competency as defined by these K/A/Ss be integrated into an overall future curriculum?

Not Integrated **Fully Integrated**

1 2 3 4 5

<u>Comments:</u> Please indicate your comments by nursing program, practice partner or both. In addition to any general comments, please specifically comment on or explain any K/A/S with a score of 2 or below.

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Quality Improvement: The Nurse of the Future will use data to monitor outcomes and care processes, and use improvement methods to design and test changes to continuously improve the quality and safety of healthcare.						
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Quality Improvement Knowledge areas						
Quality						

Improvement Attitudes						
Quality Improvement Skills						

To what extent <u>should</u> this competency as defined by these K/A/Ss be integrated into an overall future curriculum?

Not Integrated **Fully Integrated**

1 **2** **3** **4** **5**

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Evidence Based Practice (EBP): The Nurse of the Future will identify, evaluate and use the best current evidence coupled with clinical expertise and consideration of patients' preferences, experience and values to make practice decisions.						
Column	**1**	**2**	**3**	**4**	**5**	**6**
Competency KAS	**Assessment of current status** How many opportunities **are currently available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**Validation of current status** Where are these learning opportunities in your curriculum and how are they taught? Summarize from worksheet. **Provide documentation on worksheet of specific learning activities and assessment measures that demonstrate how you arrived at your score in column 1.**	**Desired outcomes Nursing Program** How many opportunities do you (the faculty) **believe should be available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**Desired outcomes-Practice Partner(s)** How many opportunities **does your practice partner believe should be available** for your students to learn the K/A/S by graduation? **Scale of 1-4**	**GAP between Nursing Program Desired outcomes and Current Status** Subtract your score in column 1 from your score in column 3 to arrive at the difference between your desired outcomes and the current status.	**GAP between Practice Partners Desired outcomes and Nursing Program Desired outcomes** Subtract the score in column in 3 from the score in column 4 to arrive at the difference between the practice partner(s) desired outcomes and nursing program desired outcomes.
Evidenced-Based Practice Knowledge areas						

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Evidenced-Based Practice Attitudes						
Evidenced-Based Practice Skills						

To what extent should this competency as defined by these K/A/Ss be integrated into an overall future curriculum?

Not Integrated **Fully Integrated**

1 **2** **3** **4** **5**

Comments: Please indicate your comments by nursing program, practice partner or both. In addition to any general comments, please specifically comment on or explain any K/A/S with a score of 2 or below.

<u>Nursing Knowledge:</u> The Nurse of the Future will recognize the *science and practice* of nursing as the profession's two major dimensions. The *science* of nursing is a discrete body of knowledge that incorporates:

- Knowledge of relationships among nurses, patients and their environments within the context of health
- Nursing concepts and theories
- Concepts and theories derived from the basic sciences, humanities and other disciplines

The *practice* of nursing utilizes scientific inquiry evidenced in the nursing process.

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Nursing Knowledge Knowledge areas						
Nursing Knowledge Attitudes						
Nursing Knowledge Skills						

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Comments: Please indicate your comments by nursing program, practice partner or both. In addition to any general comments, please specifically comment on or explain any K/A/S with a score of 2 or below.

General Comments (from school and practice partner)