

Tracking Competency Growth: Self-Assessment and Preceptor Feedback to evaluate a Post Graduate Advanced Practice Provider (APP) Fellowship

Deb Bakerjian PhD, APRN, FAANP, FGSA, FAAN
Ana Marin Cachu, MPH
Jonathan Kwan, MPH
Surani Hayre-Kwan, DNP, MBA, FNP-BC, FAANP, FACHE

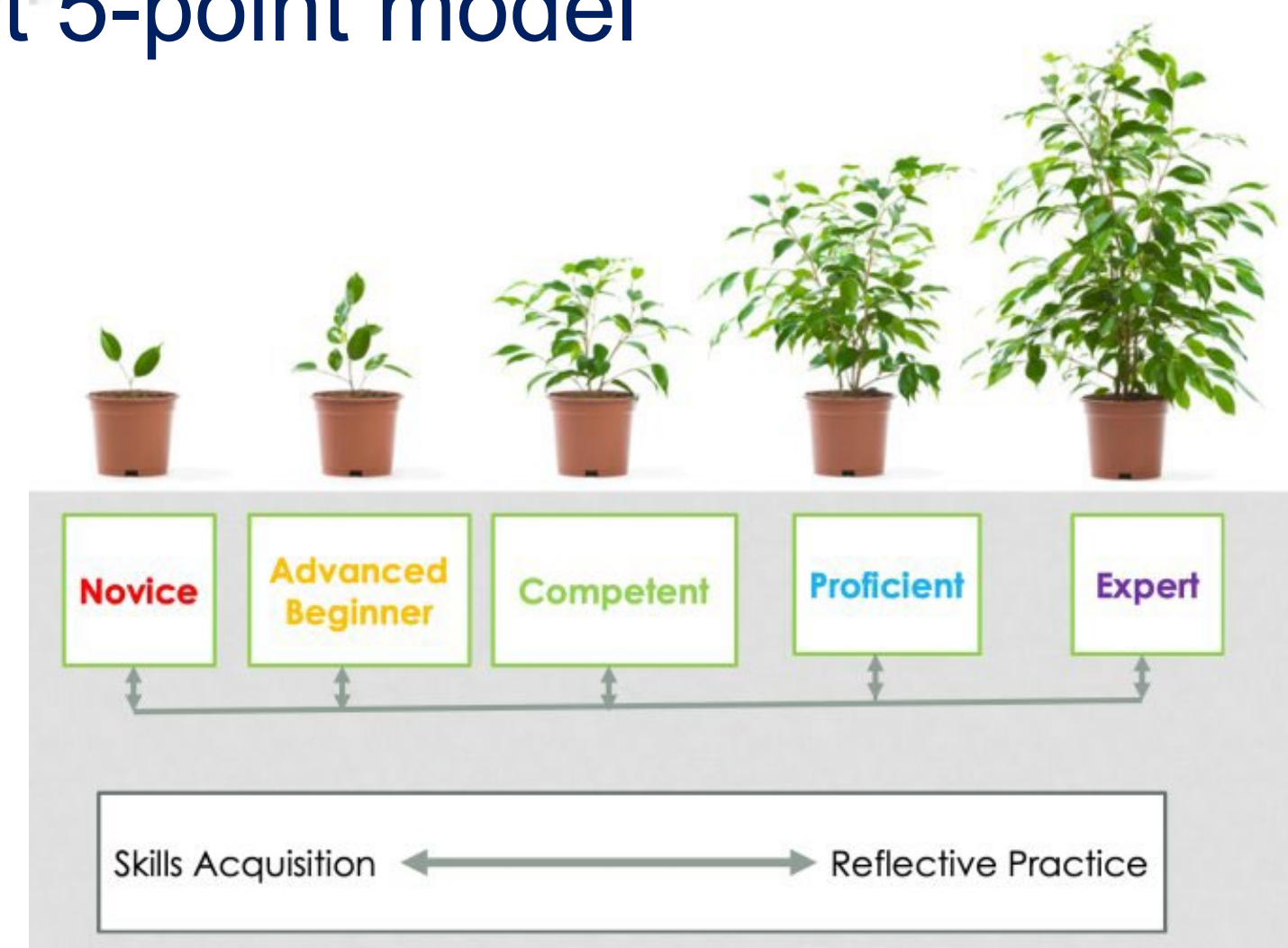
Introduction

- Fellowships enable new graduate APPs to gain competence & confidence in real-world practice environment.
- AACN 2021 Essentials for NPs provided competency-based education standards
- NONPF guidelines helped faculty implement competency-based education for NPs
- As APP fellowship programs expand robust evaluation strategies that assess competency development from multiple perspectives and provide actionable data for program improvement and APP practice outcomes are needed

Design/Sample

UC Davis 12-month Primary Care APP Fellowship launched in July 2020

- Competency framework using Benner's Novice-to-Expert 5-point model

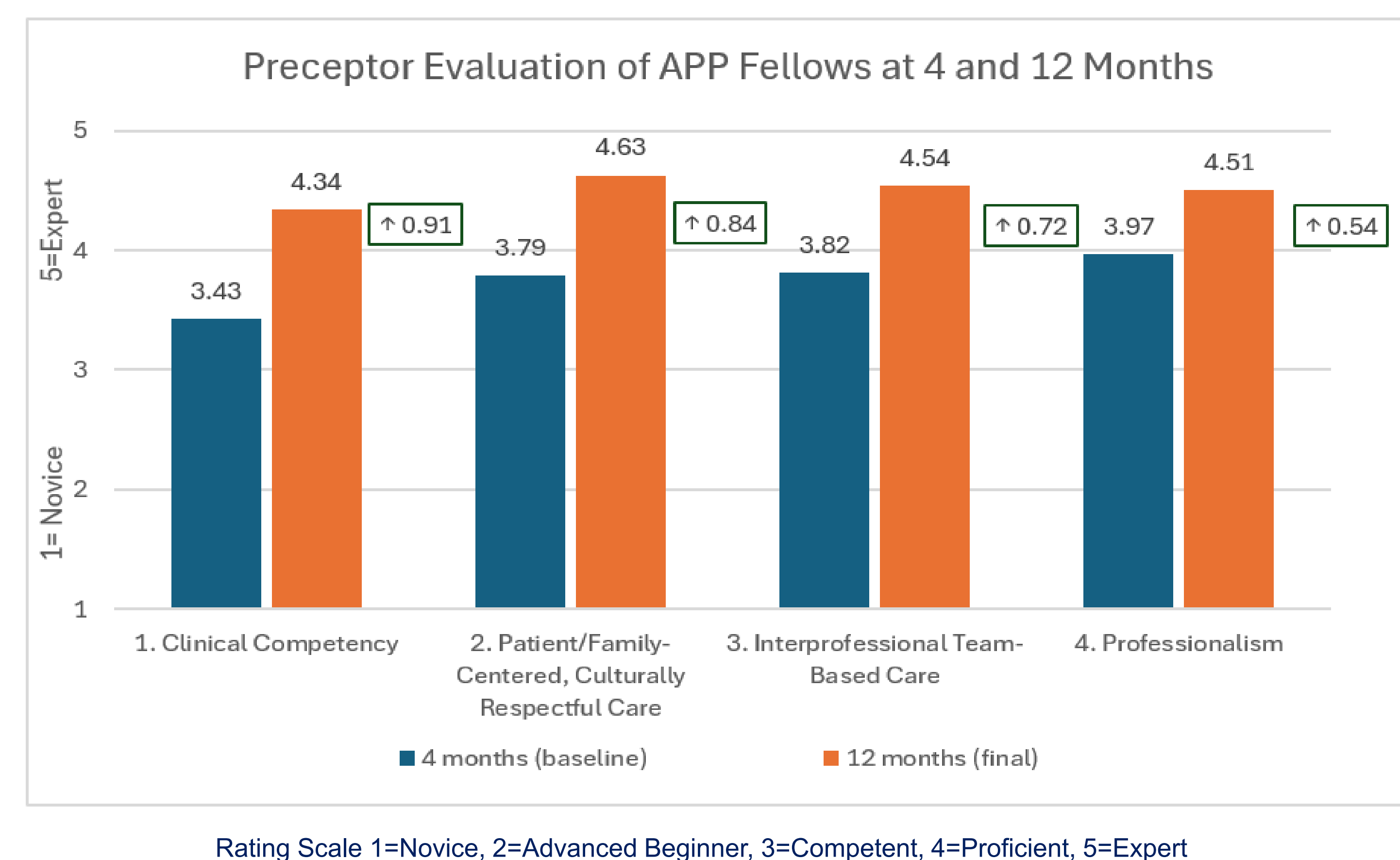
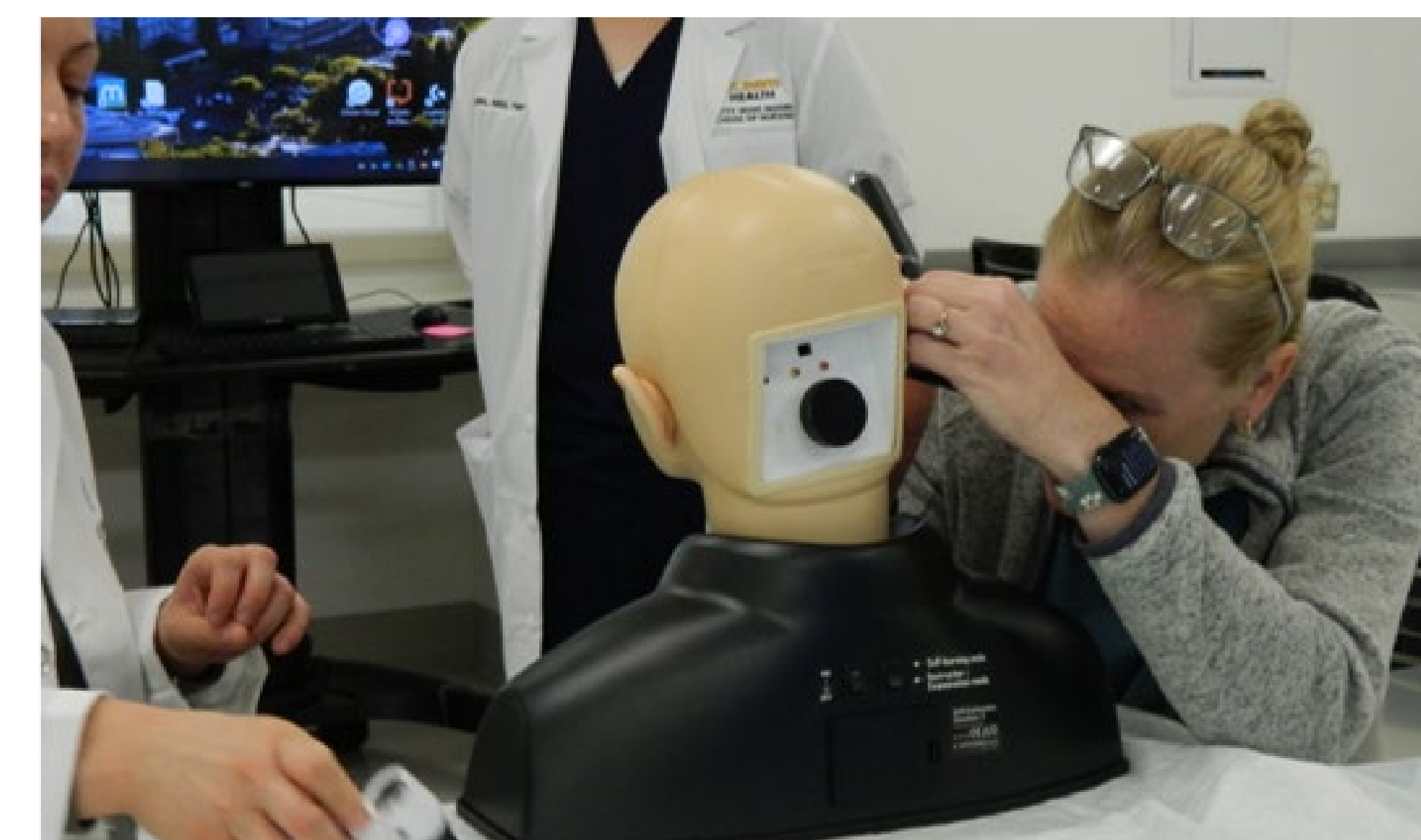
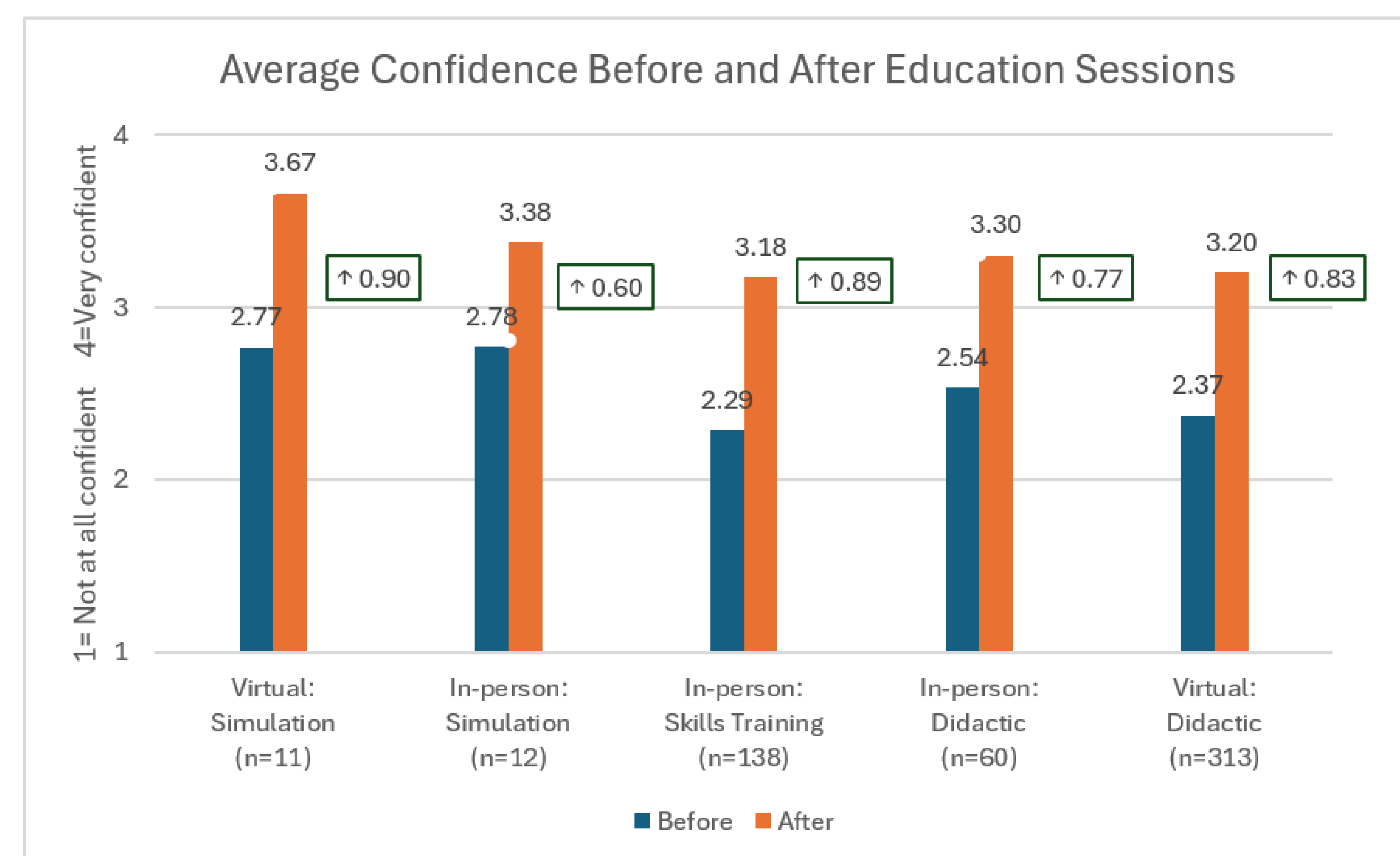
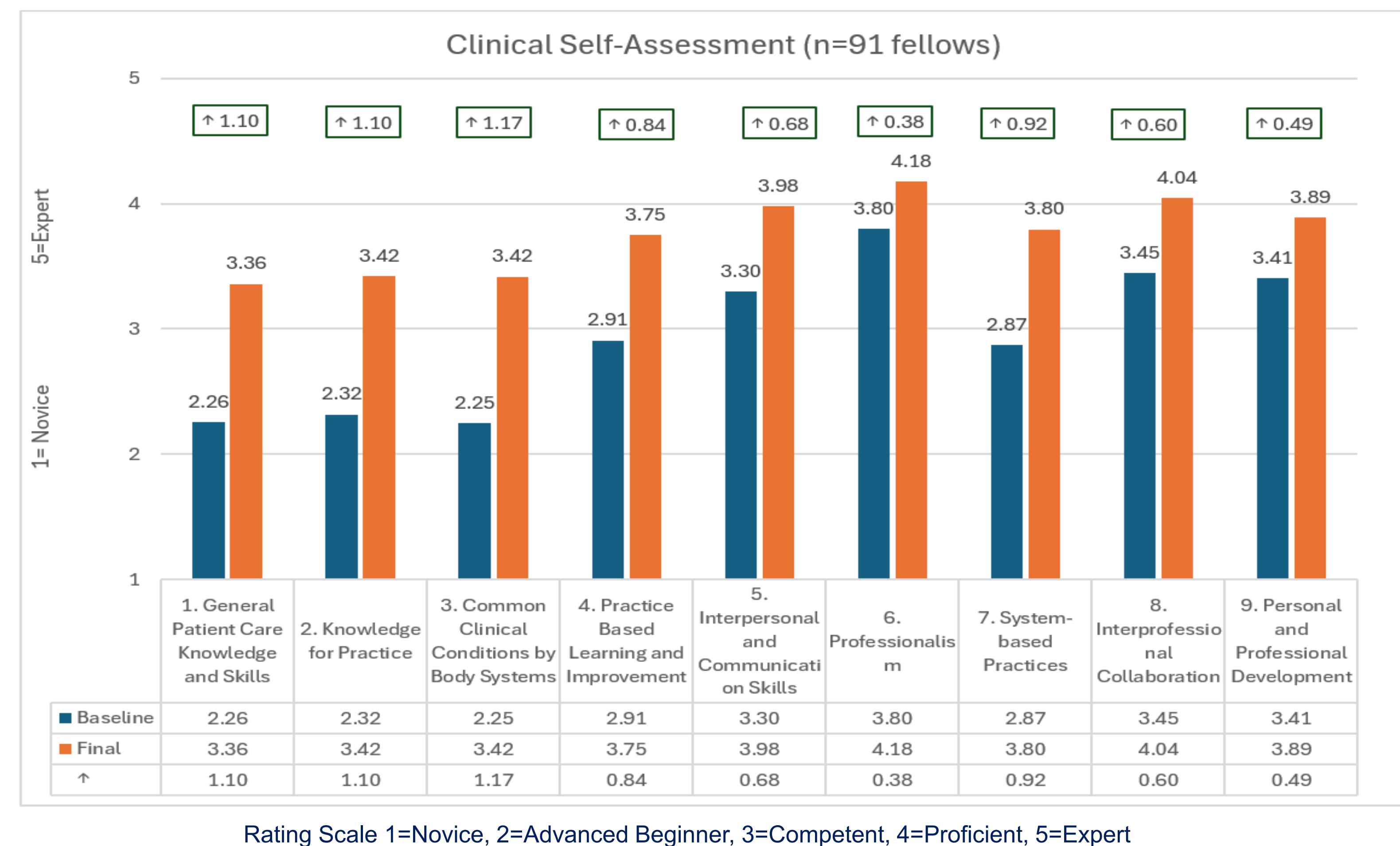


- Self-assessments baseline, midpoint, and end of program
- Rate perceived competence & confidence across 9 clinical domains
- Preceptor evaluation of fellows' clinical performance, professional behaviors, & readiness for independent practice.

Analysis

- Surveys were developed in Qualtrics and data collected at baseline and quarterly
- We combined data from 6 cohorts
- Means and change scores were calculated

Results



Summary

- A total of 91 fellows were included in the analyses
- Competency evaluated at baseline and end of program across 9 domains
 - All domains improved (+0.38-+1.17)
 - Greatest gain (+1.17) common clinical conditions
 - Least gain (+0.38) Professionalism
- Confidence grew in all learning activities
 - Virtual simulation & in-person skills sessions highest gains (+0.90.+0.89)
- Preceptor evaluated fellows at 4mos, 12mos
 - Baseline ranged from 3.43-3.97
 - End of program range 4.34-4.63
 - Clinical competency improved +0.91
 - Patient centered, culturally sensitive care +0.84
 - Team-based care +0.72

Conclusions

- Across 6 cohorts, fellows progressed consistently from novice/advanced beginners to competent/ proficient levels
- Pairing self-assessment with preceptor evaluation data yields a more comprehensive picture of development
- Overall, evaluations show that APPs gained both competence and confidence across the program

Acknowledgements

This project was supported by the Health Resources & Services Administration (HRSA) of the U.S. Department of Health & Human Services (HHS) under award totals of \$4,996,790 (2019–2023) and \$3,294,788 (2023–2027). The content is solely the responsibility of the authors and does not necessarily represent the official views of, nor an endorsement by, HRSA, HHS, or the U.S. Government.

Additional financial support of \$480,000 was provided through the Song-Brown Health Care Workforce Training Act, administered by the California Department of Health Care Access and Information (HCAI).

Team also acknowledges the California Health Care Foundation & Partnership Health Plan for their ongoing support of FQHC Fellowship programs.