# The Development and Implementation of Practical Staff Competencies

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Learning Pyramid Lecture average student 10% Reading retention **Retention** rates 20% Audiovisual **Rates** 30% Demonstration 50% Discussion 75% Practice doing 90% Teach others Source: National Training Laboratories, Bethel, Maine **Collaborative Learning** 







- Objectives: use verbs
  - Impart skills
    - Demonstrate, measure, record, etc.
  - Communicate knowledge
    - Define, review, interpret, create, score, etc.

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### Date of Assessment

- 4/10 competency
- Objectives for each

## Specific tool, or method used,

## for assessment

- Brief statement on HOW this was performed.
- If utilized post-test, include passing requirements

Competency

Requirements





# Competency Ideas

## Performance based

Stations

Simulation















CAD Jeopardy			FINAL JEOPARDY		
Medication	Diagnostic <b>Non inv.</b>	Invasive testing	Risk factors	Invasive Treatment	
\$100	\$100	\$100	\$100	\$100	
\$200	\$200	\$200	\$200	\$200	
\$300	\$300	\$300	\$300	\$300	
\$400	\$400	\$400	\$400	\$400	
\$500	\$500	\$500	\$500	\$500	



















- Stations
- Simulation
- Gamification
- View Live or recorded presentations
- Read Articles and Discuss in Groups

Let's create a competency!

https://www.sciencedirect.com/science/ article/pii/S0167527317322301



#### Physical Activity Counseling **Objectives:** Understand and summarize the rationale for vigorous exercise in patients with Cardiomyopathy Develop exercise prescription strategies for patients with cardiomyopathy **Example** *Summary:* Staff read an article on vigorous exercise in patients with hypertrophic cardiomyopathy in order to better understand the safety and risk of such activity, followed by group discussion. (We are seeing more patients with CM in our program who request to do higher level exercise). Questions and concerns were voiced, and these will be taken to our medical director for input. Staff collaborated on suggested strategies for modifying exercise in patient with CM and will take a proposal to the medical director at the next staff meeting.

Abstract

### Nutritional Counseling

#### **Objectives:**

Understand the components of the Mediterranean Diet

Review program's current nutritional screening tool

#### Summary:

Examples

Staff read the article entitled "The Mediterranean Diet, its Components, and Cardiovascular Disease", followed by a group discussion. We reviewed our programs nutritional screening tool and discussed the pros and cons in terms of its applicability to the Mediterranean Diet and ease of use by the patient. We also reviewed the available patient education resources to identify if anything was lacking. If post-test score <100%, individual remediation was provided.



