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## Learning Objectives

1. To define competency
2. To identify levels of competency
3. To describe development of a competency assessment list

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# Competencies in Sterile Processing

by Nancy Chobin, RN, AAS, ACSP, CAPDM

**V**erifying competencies in Sterile Processing is an important task for the Manager/Supervisor. Why is there so much attention given to competency?

- It is a requirement of The Joint Commission;
- The continued occurrence of medical errors; many of which are attributed to improper or inadequate training;
- It is our job in healthcare to protect the public; competency verification is one way to do this;
- The continued sophistication of devices and equipment being used in healthcare challenge effective reprocessing. The benefits to competency testing include:
- Provides for the establishment of levels of competency for safe and effective practice;
- Encourages improved performance in the job for each employee;
- Provides opportunities for career growth for employees within the healthcare facility.

These are some definitions that are used with competency verification.

**Competence** - is a standardized requirement for an individual to properly perform a specific job. It encompasses a combination of knowledge, skills and behavior utilized to improve performance. More generally, competence is the state or quality of being adequately or well qualified, having the ability to perform a specific role. (Wikipedia 2008).

**Competency** - is an individual's actual performance in a particular situation.

**Experience** - is skills or knowledge gained through practice.

**Cognitive skills** - are a person's ability to learn, plan and act based upon knowledge or perceptions. They are also known as critical thinking skills.

An individual may have the skills necessary to start a sterilizer but does the employee have the experience to know what to do when the steam safety valve blows? It is the experience that enhances the cognitive skills to make the individual competent. There is an assumption that the only way we know how someone thinks is by observing their behavior. Therefore,

you should ask your staff members to explain why they are doing things to clarify intent.

There are five (5) levels of competency for sterile processing:

- **Novice** - This would be a new employee without any sterile processing experience. The novices require close supervision, assistance and education. They need rules (policies and procedures) to guide their actions. It is a good idea to provide a copy of each policy and procedure as it is described to help guide their actions.
- **Advanced beginner** - The advanced beginner is independent in some but not all aspects of practice. They may need help with establishing priorities; however they still need frequent monitoring and continuing education (CE) to develop.
- **Competent** - A competent employee has the ability to apply experience and judgment to new situations; they are able to set priorities, manage most complex situations; and make good logical decisions. Competent employees still require CE to remain current.
- **Proficient** - The proficient employee's performance is skilled and efficient. Their decision making is less labored; they can mentor other employees and can manage all situations effectively. Proficient employees still require ongoing continuing education to remain current.
- **Expert** - The expert has an intuitive grasp of special techniques; they are masterful at problem solving; can anticipate problems, and can assist others to become mentors. The expert also requires ongoing CE needed to remain current.

## How to assess competency

Competency assessments in sterile processing begin with the Job Description. All job descriptions should be competency-based and identify the knowledge, skills and behaviors necessary for competent performance.

When developing competencies they need to be written with a specific goal in mind. What are you trying to verify? If it

# Self Study Series Competencies In Sterile Processing

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## **Self Study Series Competencies In Sterile Processing:**

**Sterile Processing for Pharmacy Technicians** Karen Davis, AAHCA, BS, CPhT, 2013-09-27 Covering aseptic technique and how to prepare sterile products Sterile Processing for Pharmacy Technicians ensures safety accuracy and correctness of medications Reflecting American Society of Health System Pharmacists ASHP competencies this comprehensive book provides principles and guidelines laboratory exercises and hands on practice with actual institutional orders Written by expert pharmacy technician educator Karen Davis Sterile Processing for Pharmacy Technicians also provides checklists that map to ASHP competencies Complete coverage of USP 797 guidelines basic aseptic manipulations and working with IVs prepares you for institutional externships and for practice Unique ASHP competency checklists allow accurate documentation of competencies Lab activities allow you to perform basic hands on aseptic manipulations in the lab Tech Notes provide hints that you can use on the job Tech Alerts provide safety warnings and help you avoid common errors Guidelines and objectives are consistent with the ASHP Model Curriculum for Technician Training Student resources on an Evolve companion website help you review and apply what you have learned with quizzes syringe calculations and critical thinking exercises *National Library of Medicine Audiovisuals Catalog* National Library of Medicine (U.S.), **Handbook of Research on Barriers for Teaching 21st-Century Competencies and the Impact of Digitalization** Dhir, Harpreet Kaur, 2021-06-25 The need to develop 21st century competencies has received global recognition but instructional methods have not been reformed to include the teaching of these skills Multiple frameworks include creativity critical thinking communication and collaboration as the foundational competencies Complexities of planning curriculum and delivering instruction to develop the foundational competencies requires professional training However despite training instructional practice can be impacted by barriers caused by personal views of teachers economic constraints access to resources social challenges pandemic overwhelming pace of global shifts and other influences With digitalization entering the field of education it is unclear if technology has helped in removing or eliminating the barriers or has itself become another obstruction in integrating the competencies Gaining an educator's perspective is essential to understanding the barriers as well as solutions to mitigate the impediments through innovative instructional methods being practiced across the globe via digital or non digital platforms The need for original contributions from educators exists in this area of barriers to 21st century education and the role of digitalization The Handbook of Research on Barriers for Teaching 21st Century Competencies and the Impact of Digitalization discusses teaching the 21st century competencies namely critical thinking creativity collaboration and communication This book presents both the problems or gaps causing barriers and brings forth practical solutions digital and non digital to meet the educational shifts The chapters will determine the specific barriers that exist whether political social economic or technological to integrating competencies and the methods or strategies that can eliminate these barriers through compatible instructional approaches Additionally the chapters provide knowledge on the

impacts of digitalization in general on teaching and learning and how digital innovations are either beneficial to removing impediments for students or rather causing obstructions in integrating the four competencies This book is ideally intended for educators and administrators working directly with students educational researchers educational software developers policymakers teachers practitioners and students interested in how 21st century competencies can be taught while facing the impacts of digitalization on education

**Training Manual for Health Care Central Service Technicians ASHCSP** (American Society for Healthcare Central Services Professionals),2006-02-17 The Training Manual is the premier reference and review publication for individuals preparing for examinations given by The Certification Board for Sterile Processing and Distribution It is a concise applicable tool that can be used for orientation training and instructional programs in health care facilities and in institutions for learning The Fifth Edition of the manual is the largest and most comprehensive to date

Studies. Series VI. Student Personnel Work American Council on Education,1946 **Sacred Obligation** United States. Congress. House. Committee on Veterans' Affairs,2011 Congressional Record United States. Congress,1972 **deWit's**

**Fundamental Concepts and Skills for Nursing - First South Asia Edition-E-Book** Ambika Ravindran,2017-06-24 Fundamental Concepts and Skills for Nursing First South Asia Edition provides all the basic theoretical and applied knowledge that the LPN LVN nurse needs to practice in an expanded number of care settings such as the community clinic physician s office long term care facility home and acute care hospital setting With an extensive art program and thorough discussion of QSEN this text addresses topics like the physical and psychosocial needs of the patient critical thinking for problem solving and clinical judgment and communication all within a strong nursing process framework The accessible friendly and clear writing style appeals to students and instructors and its rich ancillary package including NCLEX PN review questions gives students an edge on learning fundamentals Concept maps give a visual example of concepts addressed in the text help you visualize difficult material and illustrate how a disorder s multiple symptoms treatments and side effects are associated Over 110 skills and steps featuring sample documentation examples and Home Care Considerations boxes where appropriate present step by step procedures in an action rationale format Life Span Considerations The Older Adult highlight changes that occur with aging and how they affect nursing care by LPN LVNs working in community and long term care Easy to follow reading level and text organization presents information from simple to most complex making it perfect for lower level students and those speaking English as a second language Numbered objectives divided by theory and clinical practice provide a framework for content Cultural Considerations cover biocultural variations as well as health promotion for specific ethnic groups so you provide culturally competent care Health Promotion and Patient Teaching boxes include guidelines to prevent illness promote health and develop self care strategies Nursing process framework features application of the nursing process and nursing care plans to reinforce application of the nursing process in the clinical setting Think Critically boxes encourage you to synthesize information and apply concepts to practice Home Care Considerations boxes highlight the

necessary adaptations of nursing skills and techniques for the patient in the home care setting Communication boxes present examples of nurse patient dialogues and instructive therapeutic communication techniques Over 20 nursing care plans which include critical thinking questions at the end of the text provide you with a model for planning patient care Clinical chapters provide an overview of structure and function to give you a refresher in related anatomy and physiology including a section on aging Key terms include phonetic pronunciations which are helpful for ESL students and text page references to find the definition Standard LPN Threads features include helpful characteristics such as full color design key terms numbered objectives key points critical thinking questions critical thinking activities glossary and references

*Surgical Technology - E-Book* Joanna Kotcher Fuller, 2020-12-18 Selected for Doody's Core Titles 2024 in General Surgery Prepare to deliver the best patient care before during and after surgery with this approachable guide to surgical skills and operating room procedures In addition to covering all the content in the AST Core Curriculum this one of a kind text offers a unique mentoring approach and engaging learning features that make even complex skills and techniques easy to understand Comprehensive coverage addresses all areas of the AST Core Curriculum for Surgical Technology Reader friendly writing style and organization builds content from fundamental concepts aseptic technique and the role and function of the surgical technologist to the specialty surgical procedure chapters Consistent chapter format breaks down surgical procedures in an easy to understand way that helps you understand the key elements of more than 200 procedures Experienced author consulting editor team lends a breadth of experience for a well rounded and multi perspective focus on operating room procedures and quality patient care Over 1 200 full color illustrations and clinical photos bring concepts and procedures to life Robust practice opportunities include review questions and case studies at the end of each chapter along with additional review questions and surgical practice videos on the Evolve companion website Learning objectives serve as checkpoints for comprehension and as study tools in preparation for examinations Key terminology appears in boldface throughout chapter discussions with key terms defined and cross referenced to a back of book glossary Key concepts are covered in a bulleted list at the end of each chapter discussion to summarize and review chapter content References and bibliographies provide a listing of in text and additional citations of scientific research and best practices Pathology appendix summarizes the most commonly seen pathological processes and organizes them by body system NEW Robotic Surgery chapter describes the most advanced equipment and procedures involving surgical robots Additional skills content includes patient preparation transporting positioning and draping Expanded coverage of endoscopic procedures is featured in the Minimally Invasive Surgery chapter

Resources in Education, 1998 Career Development for Health Professionals Lee Haroun, 2015-07-28 Master the skills you need to succeed in the classroom and as a health care professional Filled with tips and strategies Career Development for Health Professionals 4th Edition provides the skills required to achieve four important goals 1 complete your educational program 2 think like a health care professional 3 find the right jobs and 4 attain long term career

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**Third International Handbook of Lifelong Learning** Karen Evans,Wing On Lee,Jörg Markowitsch,Miriam Zukas,2023-03-21 The Third edition of this well received and widely used Handbook brings together an entirely new set of chapters to reflect progress and new themes in the ten years to 2022 Building on the established structure of the first two Handbooks the four sections focus in turn on philosophy history and theory development fresh perspectives on policy and policy development emerging programs and new approaches and re imagining lifelong learning for future challenges The Handbook stimulates readers with fresh and timely insights while exploring anew some enduring themes New topics and themes introduced in all sections address lifelong learning challenges associated with climate change the digital world the rise of populism migration and precarious living The Handbook features learning innovations and evolving pedagogies such as intergenerational learning art as pedagogy to promote public mindedness neuroscience enhancing learning effectiveness and lifelong learning for sustainability Policy responses to lifelong learning for work and well being are debated In state of the art contributions authors from around the globe focus readers attention on multifaceted processes issues and decisions that must be better understood and enacted if

inclusive development and fair access to lifelong learning are to become realities for us all

*Mosby's Review for the Pharmacy Technician Certification Examination E-Book* James J. Mizner, 2019-06-29 Prepare for success on your certification exam Mosby's Pharmacy Technician Exam Review 4th Edition provides a complete review of core knowledge thousands of review questions and nine practice exams plus a custom online engine that allows for unlimited opportunities to practice specific topics or create unique simulated exams A bulleted outline format makes review easier reinforcing understanding with full color illustrations photographs and summary tables All questions reflect the latest exam blueprints This resource provides you comprehensive support every step of the way for entry level or sterile compounding certification Convenient easy to follow outline format provides a comprehensive review of pharmacy technician exam topics Mapping tables link content to the knowledge categories on the PTCE and ExCPT exam blueprints including pharmacology and medications law patient safety and quality assurance 700 electronic flashcards help you memorize key facts by covering the most commonly prescribed drugs common herbals abbreviations and more NEW UPDATED organization of content matches the newest exam blueprints NEW and UNIQUE Comprehensive coverage prepares you for entry level Pharmacy Technician certification plus the sterile compounding specialty exam NEW Online custom test generator creates timed simulated exams built from exam blueprints and allows you to focus your practice on any areas of weakness EXPANDED More than 2 600 review questions all with answers and rationales include a pretest questions in each chapter nine printed practice examinations and unlimited practice and simulation online NEW Compounded Sterile Products chapter provides an in depth review specifically for the CSPT exam NEW Full color illustrations visually reinforce important test information

*Handbook of Institutional Pharmacy Practice* Thomas R. Brown, 2006 This comprehensive text provides fundamental information on a broad spectrum of essential topics in health system pharmacy practice From an overview of health delivery systems and hospital pharmacy through various practice settings such as home care long term care hospice and palliative care ambulatory care and managed care this text focuses on various elements important to health system pharmacies The Handbook of Institutional Pharmacy Practice is the first step in developing a career in pharmacy and provides opportunities for study in career enhancement New chapters included in the fourth edition Integrity of the Drug Supply Overview of the History of Hospital Pharmacy in the United States Interprofessional Teams Collaborative Practice Models Development Implementation and Monitoring Therapeutic Plans and Evidence Based Medicine

*Berry & Kohn's Operating Room Technique* Nancymarie Phillips, 2016-03-04 For over 50 years Berry Kohn's Operating Room Technique 13th Edition has been the text of choice for understanding basic surgical principles and techniques Highly readable accurate and comprehensive it clearly covers the nuts and bolts of surgical techniques in a step by step format that makes it easy to effectively apply basic principles to clinical practice Expert author Nancymarie Phillips emphasizes the importance of teamwork throughout with practical strategies and examples of how cooperation among perioperative caregivers contributes to positive patient care outcomes

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*Berry & Kohn's Operating Room Technique - E-Book* Nancy Marie Phillips, 2016-01-28 For over 50 years, Berry Kohn's *Operating Room Technique*, 13th Edition, has been the text of choice for understanding basic surgical principles and techniques. Highly readable, accurate, and comprehensive, it clearly covers the nuts and bolts of surgical techniques in a step-by-step format that makes it easy to effectively apply basic principles to clinical practice. Expert author Nancy Marie Phillips emphasizes the importance of teamwork throughout with practical strategies and examples of how cooperation among perioperative caregivers contributes to positive patient care outcomes. With a strong focus on the physiologic, psychologic, and spiritual considerations of perioperative patients, this updated and expanded new edition gives students the knowledge they



need to plan and implement comprehensive individualized care Detailed information on the fundamentals of perioperative nursing and surgical technology roles enhances your understanding of basic surgical principles and techniques Emphasis on teamwork among perioperative caregivers encourages cooperation in attaining positive patient care outcomes In depth discussions of patients with special needs related to age or health status help you learn how to develop a plan of care tailored to the unique care parameters of all patients Focus on the physiologic psychologic and spiritual considerations of perioperative patients gives you the knowledge you need to plan and implement comprehensive individualized care Content on perioperative patient care for both inpatient and ambulatory procedures highlights key considerations for each setting as well as for individual surgical procedures Chapter outlines with page numbers chapter objectives and key terms and definitions help you quickly find important information and focus your study time New illustrations reflect new and changing perioperative procedures and provide you with key safety information like how to maintain a sterile field gown and glove Enhanced TEACH manual and extensive Evolve resources maximize classroom learning All Evolve materials are highlighted within the text Step by step coverage of the foundations of surgical techniques enables you to effectively apply basic principles to practice Additional and updated tables and boxes call attention to the most important concepts from the text References highlight the evidence based practice approach used throughout the text

**BERRY & KOHN'S OPERATING ROOM TECHNIQUE:FIRST SOUTH ASIA EDITION - E-book** Nancymarie Phillips,2016-08-02 This new edition of this classic perioperative text has addressed changing roles needs and evolving technologies while maintaining the fundamental focus that still remains valid the care of the surgical patient Th is edition of the text identifi es the knowledge and skill needs of the caregiver and strives to incorporate components of patient care from preoperative intraoperative and postoperative practice areas A systems approach is introduced to help organize patient care to minimize the risk for human error

*Handbook of Competence and Motivation, First Edition* Andrew J. Elliot,Carol S. Dweck,2013-10-15 This important handbook provides a comprehensive authoritative review of achievement motivation and establishes the concept of competence as an organizing framework for the field The editors synthesize diverse perspectives on why and how individuals are motivated in school work sports and other settings Written by leading investigators chapters reexamine central constructs in achievement motivation explore the impact of developmental contextual and sociocultural factors and analyze the role of self regulatory processes Focusing on the ways in which achievement is motivated by the desire to experience competence and avoid experiencing incompetence the volume integrates disparate theories and findings and sets forth a coherent agenda for future research

**Canadian Clinical Nursing Skills and Techniques E-Book** Shelley Cobbett,Anne G. Perry,Patricia A. Potter,Wendy R. Ostendorf,2019-05-21 NEW Fully revised for a Canadian classroom includes Canadian statistics references and resources protocols documentation standards delegation rules Canadian nursing best practice guidelines metric measurements and more NEW All topics skills and sample documentation conform to Canadian provincial

and territorial scopes of practice and Canadian standards in nursing practice NEW Inclusion of Canadian concepts Person Centred Care Evidence Informed Practice Interprofessional Collaboration and Delegation and Care in the Community NEW Greater emphasis on cultural assessment considerations and caring for Indigenous and vulnerable populations NEW Thoroughly revised chapters reflect Canadian practice and guidelines including Emergency Preparedness and Disaster Management Palliative Care Cardiac Care Vascular Access and Infusion Therapy Oral Nutrition and Prevention of Skin Breakdown and Wound Care NEW Enhanced and updated art program includes 70 new figures

**Measurement in Sport and Exercise Psychology** Gershon Tenenbaum, Robert C. Eklund, Akihito Kamata, 2011-11-18 Measurement in Sport and Exercise Psychology provides a complete analysis of the tools and methods used in sport and exercise psychology research Each chapter of this accessible text presents key measurement variables and concepts including their definitions an evaluation of the measurement constructs and tools available and an explanation of any controversies in each topic The text includes access to an online resource that presents 14 measurement instruments in their entirety This resource also contains additional web links to many other measurement instruments Drawing on their experience as leading researchers in the field editors Tenenbaum Eklund and Kamata have selected a team of recognized scholars to bring both breadth and depth to this essential resource By thoroughly examining each measurement tool Measurement in Sport and Exercise Psychology assists readers in determining strengths and limitations of each tool and discovering which tools are best suited to their research projects Readers will also gain critical knowledge to expand the field by recognizing opportunities for new methods of measurement and evaluation The text begins with a historical review of measurement in sport and exercise psychology followed by a comprehensive description of theories and measurement issues It provides detailed information regarding ethical and cultural issues inherent in the selection of specific testing protocols as well as issues in interpreting meta analysis This is followed by discussion of the commonly used constructs and inventories in three areas cognition perception and motivation measurement emotion affect and coping measurement and social and behavioral measurement Recommendations for researchers and practitioners included at the end of each chapter provide starting points for considering ways to incorporate chapter content into research projects and professional practice Tables located at the end of each chapter summarize key information for quick reference and provide online sources when available so that readers can access each measurement tool Original source information is provided for those tools not available online Measurement in Sport and Exercise Psychology assists readers in evaluating the effectiveness of specific measurement tools As the most complete and up to date directory of tools and inventories in the field of sport and exercise this text offers a thorough explanation of considerations controversies recommendations and locations for accessing these measurement tools

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## **Table of Contents Self Study Series Competencies In Sterile Processing**

1. Understanding the eBook Self Study Series Competencies In Sterile Processing
  - The Rise of Digital Reading Self Study Series Competencies In Sterile Processing
  - Advantages of eBooks Over Traditional Books
2. Identifying Self Study Series Competencies In Sterile Processing
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Self Study Series Competencies In Sterile Processing
  - User-Friendly Interface
4. Exploring eBook Recommendations from Self Study Series Competencies In Sterile Processing
  - Personalized Recommendations
  - Self Study Series Competencies In Sterile Processing User Reviews and Ratings

- Self Study Series Competencies In Sterile Processing and Bestseller Lists
- 5. Accessing Self Study Series Competencies In Sterile Processing Free and Paid eBooks
  - Self Study Series Competencies In Sterile Processing Public Domain eBooks
  - Self Study Series Competencies In Sterile Processing eBook Subscription Services
  - Self Study Series Competencies In Sterile Processing Budget-Friendly Options
- 6. Navigating Self Study Series Competencies In Sterile Processing eBook Formats
  - ePub, PDF, MOBI, and More
  - Self Study Series Competencies In Sterile Processing Compatibility with Devices
  - Self Study Series Competencies In Sterile Processing Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Self Study Series Competencies In Sterile Processing
  - Highlighting and Note-Taking Self Study Series Competencies In Sterile Processing
  - Interactive Elements Self Study Series Competencies In Sterile Processing
- 8. Staying Engaged with Self Study Series Competencies In Sterile Processing
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Self Study Series Competencies In Sterile Processing
- 9. Balancing eBooks and Physical Books Self Study Series Competencies In Sterile Processing
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Self Study Series Competencies In Sterile Processing
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Self Study Series Competencies In Sterile Processing
  - Setting Reading Goals Self Study Series Competencies In Sterile Processing
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Self Study Series Competencies In Sterile Processing
  - Fact-Checking eBook Content of Self Study Series Competencies In Sterile Processing
  - Distinguishing Credible Sources

13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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