

# Awarding Outcome-Based Continuing Education (CE) Credit

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Innovate. Involve. Inspire.

# Is This Just a Time Warp?

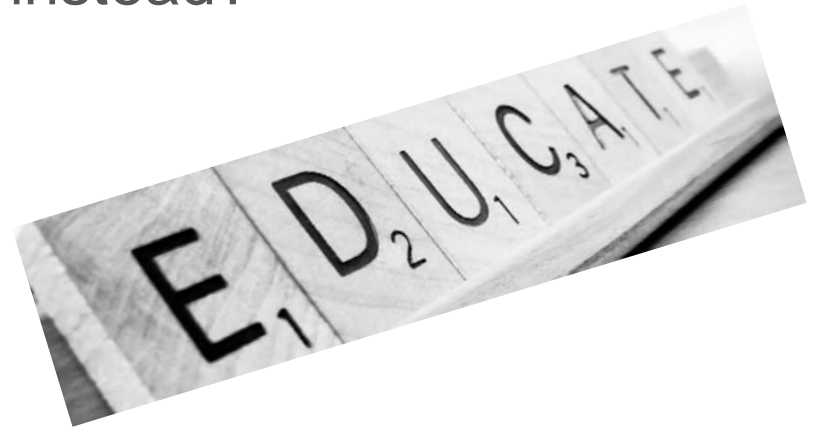
- Time-based “currency” for awarding CE
  - Easily understood
  - Consistent internationally
  - Added/subtracted
  - Finite
  - Equitable
  - Historic context (“Carnegie Unit” or credit hour)
- Do we need a different approach?

*Time meant nothing, never would again  
Let's do the Time Warp again!*

Rocky Horror Picture Show

# The Science of Learning and Change

- In relation to learning and change, does time matter?
- What should we be measuring instead?
  - Competence (ability to apply)
  - Practice change
  - Impact on practice

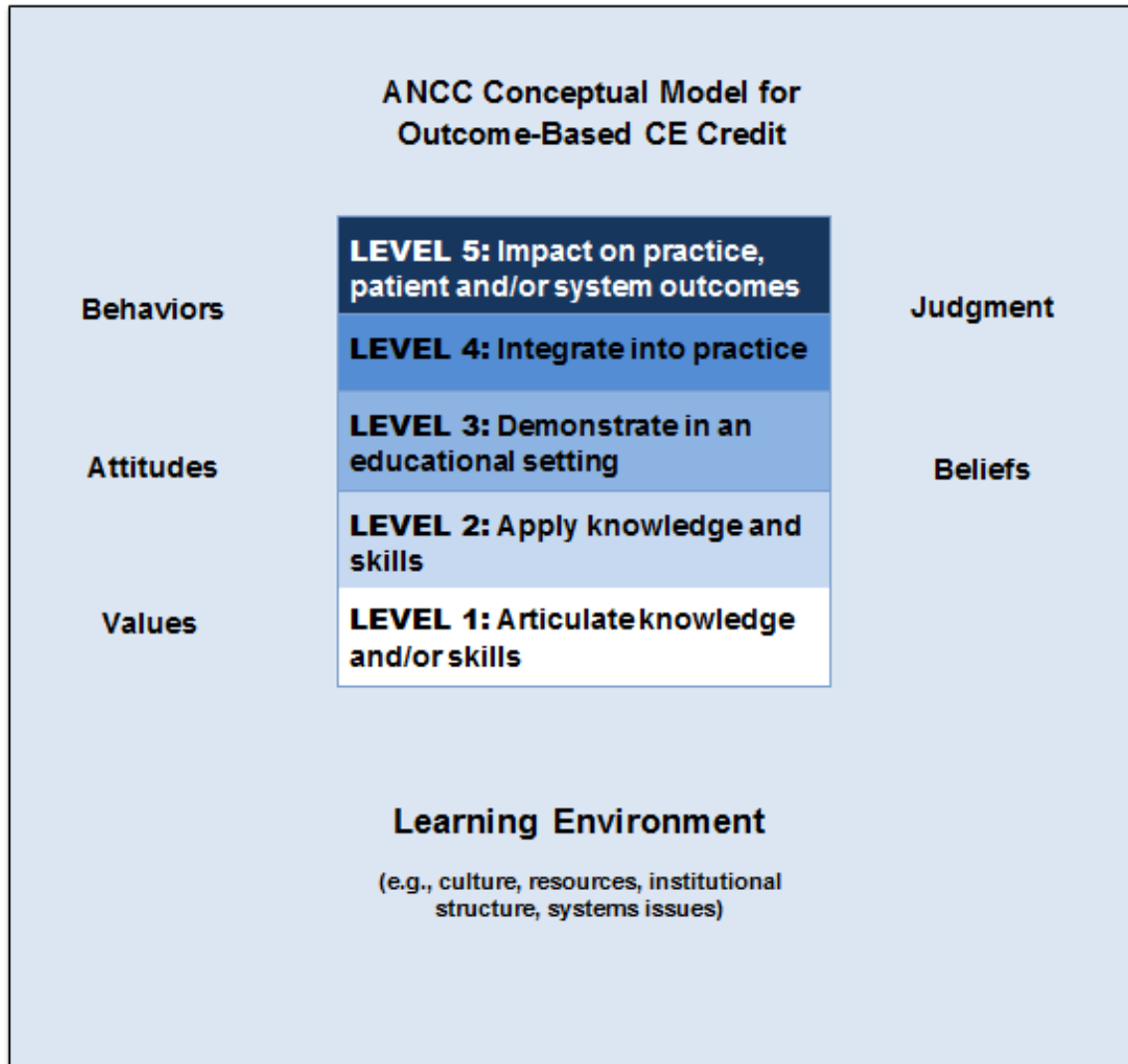


- Does time have value?

***A Tea-Steeping or i-Doc Model for Medical Education?***

Academic Medicine, 85(9), September supplement, 2010

# Conceptual Model



# Testing the Model in Practice

- Pilot organizations:
  - American Nurses Association (ANA) Center for Continuing Education and Professional Development
  - Dartmouth-Hitchcock Nursing Continuing Education Council
  - Montana Nurses Association
  - OnCourse Learning
  - Versant
- Charge: Develop, implement, and evaluate up to 3 activities (Levels 2-5), with at least 1 activity at Level 3-5.



# Performance in Practice

- Dartmouth-Hitchcock:
  - Working with nurse educators who are creating programs for Nurse Residents; conducting a needs assessment (identifying best practices) and developing a curriculum for the 1 year residency program; activities leveled at:
    - Level 1: conduct literature review; evaluate and identify best practices
    - Level 4: operationalize new curriculum
    - Level 5: assess impact
- OnCourse Learning:
  - Developing preceptor skills for specialty practice
    - Level 1: review module on evidence-based practice for preceptors/pass post-test
    - Level 2: review 12 vignettes and answer specific questions
    - Level 3: ? may not have
    - Level 4: integrate best practices into current practice
    - Level 5: assess impact (? With partner organizations)

# Lessons Learned

- Ability to get credit for the learning activity is a positive motivator
- Too much work to operationalize this type of educational activity particularly if not certified or not ANCC certified; basically a *“thanks but no thanks”*
- Logistically complex to operationalize but liberating not to have to calculate CE hours
- *“My learners needed to be “volun-told” to participate.”*
- *“I can get credit for work-place learning? That is great!”*

