**Physical Assessment & Evaluation**

**Competency**

Leader’s Guide

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With national awareness, reform and quality initiatives surrounding person centered care, advanced care planning and early identification of changes in condition to prevent resident hospitalization, - organizations need to take action to promote a comprehensive, accurate resident assessments. These actions include a review and revision of current policies, procedures, implementation processes, documentation system, assessment of staff knowledge and skills of the assessment process, review of Quality Measures and quality monitoring, communication and education including staff, residents and families related to the participation in the assessment and evaluation process.

An effective resident assessment and evaluation assists the resident to:

1. **Attain and maintain their highest level of function:** Participation in a comprehensive physical assessment and evaluation provides an opportunity for the resident to identify and understand their physical conditions and physical function in order to develop goals for their comprehensive, person-centered care plan.

1. **Minimize the risks associated with chronic conditions:** Depression, constipation, ADL decline, and increased incontinence are just a few of the many complications from chronic medical conditions.

It is important that all staff understand the expectations of the regulators. Providers are obligated to comprehensively assess each individual resident and design an individualized plan to support the resident achieving his or her highest level of function.

Not providing a comprehensive assessment, including a physical assessment and evaluation, designing goals, implementing interventions, and reassessing the resident as indicated may lead to citations and sanctions.

Evaluation of Quality Measures and internal facility data to determine resident improvement or decline in function or health status will be essential to monitor effectiveness of person-centered care plans and identify opportunities for quality improvement.

Organizational Leaders will need to ensure competency of all staff members involved in physical assessment. Appropriate assessment competencies can be determined by the description of the resident population from the **Facility Assessment** including:

* Staff Resources
  + MDS Coordinators
  + Licensed Nurses
  + CNA’s
  + Interdisciplinary Staff involved in assessing the resident
* Documentation Considerations
  + Paper vs. Electronic Health Record
  + Assessment/Evaluation Forms
  + Care Plans
  + Periodic resident evaluation process
* Education
  + MDS Coordinator/Nurse
  + Licensed Nurses
  + CNA’s
  + Interdisciplinary Staff involved in resident assessment