

XXXXX Hospital
Age Appropriate Competencies

EMPLOYEE:

Job Title:

Category: Patient Education

| DOMAIN | BEHAVIORS DESIRED | ADOLESCENT | ADULT | GERIATRIC |
|---|--|--|---|---|
| Knowledge of Growth & Development Principles | Pass Written Test with at least a score of 80% | Score: | | |
| Ability to Assess Appropriate Data | Assess developmental level, reading level, barriers to learning, (emotional, language, motivation, etc), ability to learn, and cultural & religious practices. | Peer pressure, appearances, and independence are important to this age group; Most can read on an eighth grade level; Most can read & understand English; Determine the readiness of the adolescent to involve parents in educational process; | Most can read on an eighth grade level; May not be able to read & understand English; | Depending on age, may not have completed basic education; Most can read on an eighth grade level; May not be able to read & understand English; Eye sight, hearing and comprehension level may be deminishing; Frequently significant other should be involved in the educational process, due to patient limitations; May need to move at a slower pace and repeat content multiple times due to lower comprehension levels; |
| Ability to Interpret/Apply Data | Develop individualized educational processes based on the above factors | Allow controlled choice as to when teaching is done, content to be covered, & amount of time spent teaching; Allow family or peers to be present if pt so desires; | Involve interpreters as needed; Provide materials in language of preference; | Involve interpreters as needed; Provide materials in language of preference; Provide teaching in short intervals with review of material previously taught; Speak slowly and frequently ask for understanding of the material; Assure that significant others are present & understand the material if the pt's comprehension level is low; |
| Ability to Communicate with patient / significant other | Demonstration of ability to alter communication style based on condition of patient & age; | Assess hearing and speaking ability; Communicate with patient as an adult, but do not forget that the pt may not be able to comprehend all information. | Assess hearing and speaking ability | Speak deeply and slowly ; Assess hearing and speaking ability; |

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|-----------------------------------|--|---|--|--|
| Ability To Evaluate Effectiveness | Evaluate if the patient / significant other can verbalize, and/or demonstrate what was taught to them. | Allow pt to verbalize understanding; Demonstration is preferable to assure understanding; | Review material as needed to assure understanding. | Repeat the evaluation of the information on a frequent basis to assure retention of the information; Assure that significant other also understands the information; |
| | | | | |

Evaluate Employee's competency in each age group, for each domain. Insert date achieved/demonstrated competency and Supervisor's initials in the appropriate column & row.

Must be completed during Orientation to a new position, and again on an annual basis.

The above listed employee has demonstrated competency in all of the above age appropriate behaviors.

SUPERVISOR :

DATE COMPLETED:

Submit to HR on at the end of the orientation period and on an annual basis thereafter.