



A Brief overview of the Standards to support learning and assessment in practice

Nursing and Midwifery Council (2006) **Standard to Support Learning and Assessment in Practice.** London, N.M.C.

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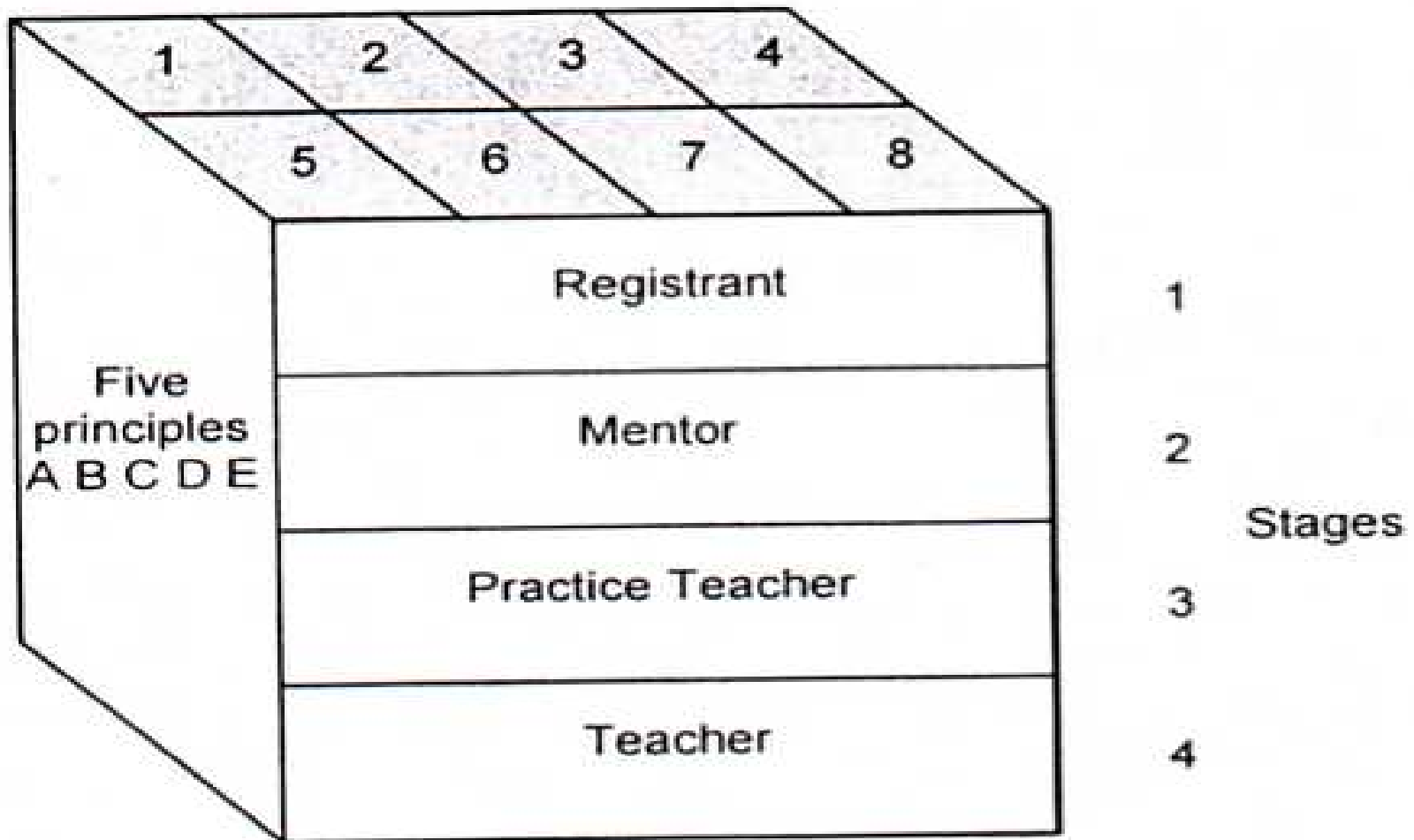
From September 2007

- The NMC new standard to support learning and assessment in practice will take effect.
- It affects all registrants and their role in supporting learners.
- This guide focuses on the role of the Mentor

N.M.C. (2006, p.2) Standard.

- The NMC has developed a standard to support learning and assessment in practice that has domains and associated outcomes for registrants, mentors, practice teachers and teachers.
- The standard takes the form of a 4-stage developmental framework, with outcomes for each role.
- The NMC has agreed mandatory requirements for each part of the framework.

The Mentor Developmental Framework, 2007.



The framework

- Each stage within the new framework has domains, with associated outcomes that should be achieved at that level.
- Stage 1 refers to Registrants – anyone on the NMC register who supports learners should achieve stage one
- For stage 2 ;Mentors – the current NMC mentor standards are replaced by the domains and their associated outcomes.

There are eight domains in the framework.

- Establishing effective working relationships.
- Facilitation of learning.
- Assessment and accountability.
- Evaluation of learning.
- Creating an environment for learning.
- Context of practice.
- Evidence-based practice.
- Leadership.

The Framework.

- The framework has been designed for application within the context of interprofessional learning and working in modern healthcare.
- The developmental framework takes account of the NHS Knowledge and Skills Framework and standards set by other health and social care regulators for supporting learning and assessment in practice.

The developmental framework.

- The developmental framework gives service and education providers opportunities to develop other roles that meet local requirements – Practice Educators, Lecturer Practitioners.

The Four Stages.

- Stage 1: Registrants
- Reflects the requirements of The NMC code of professional conduct: standards for conduct, performance and ethics, (N.M.C., 2004).
- *" You have a duty to facilitate students of nursing and midwifery and others to develop their competence " , (clause 6.4).*

The Four Stages.

- Stage 2: Mentors
- Identifies the standard for mentors.
- Registrants can become a mentor when they have successfully achieved all of the outcomes of this stage.
- This qualification is recorded on the local register of mentors held by placement providers.

The Four Stages.

- Stage 3: Practice Teacher
- Identifies the standard for a practice teacher for nursing or specialist community public health nursing. Registrants can become a practice teacher when they have successfully achieved all of the outcomes of this stage.
- This qualification is recorded on the local register of practice teachers held by placement providers.

The Four Stages.

- Stage 4: Teacher
- Identifies the standard for a teacher of nurses, midwives or specialist community public health nurses.
- Registrants can become a teacher when they have successfully achieved all of the outcomes of this stage.
- This qualification may be recorded on the NMC register by application and payment of the relevant fee to the NMC.

NMC mentor (stage 2)

- “An NMC mentor is a registrant who, following successful completion of an NMC approved mentor preparation programme – or comparable preparation that has been accredited by an Approved Educational Institution as meeting the NMC mentor requirements – has achieved the knowledge, skills and competence required to meet the defined outcomes”, (N.M.C., 2006, p.16).

Preparation for the Mentor's Role.

- **Stage 2:**
- Minimum academic level 2 (HE Intermediate).
- 10 days of preparation.
- 5 days protected learning time (in class).
- Learning in both academic and practice settings = 5 days Work-based Learning (mentoring a student under supervision of a qualified mentor).
- Preparation: 3 months long, includes completion of a portfolio to demonstrate achievement of the mentor domains.

Mentor Preparation 2007

- 3-day Interprofessional Mentor Preparation: ends August 2007.
- Supporting Practice Learning Module will become the **only** mentor preparation course:
- All students will complete a portfolio against the mentor domains by week 12.
- This course (with no academic credit) has no fee for new mentors from placements who take University of Nottingham Students.
- Academic credit: can also do a written assignment if academic credit is required by the student or their employer. There is a cost for this option.

Mentors are responsible and accountable for:

- Organising and co-ordinating student learning activities in practice.
- Supervising students in learning situations and providing them with constructive feedback on their achievements.
- Setting and monitoring achievement of realistic learning objectives.
- Assessing total performance – including skills, attitudes and behaviours.

Mentors are responsible and accountable for:

- Providing evidence as required by programme providers of student achievement and lack of achievement.
- Liaising with others (mentors, sign-off mentors, practice facilitators, practice teachers, personal tutors, programme leaders) to provide feedback, identify any concerns about the student's performance and agree action as appropriate.

Mentors are responsible and accountable for:

- Providing evidence for, or acting as, sign-off mentors with regard to making decisions about achievement of proficiency at the end of a programme.

Existing Mentors

- All existing mentors need to ensure they meet the new domains and outcomes for the mentor stage. Self assessment against the new domains can help identify any learning needs.
- Annual updates for mentors will continue – face to face, online and via a workbook

Roles to support learning and assessment in practice.

- Students on NMC approved pre-registration education programmes, leading to registration on the nurses' part of the register, must be supported by mentors.
- From September 2007, a sign-off mentor, who has met additional criteria, must make the final assessment of practice and confirm to the NMC that the required proficiencies for entry to the register have been achieved.
- Sign off mentors will be needed in all final placements by 2010

The sign-off mentor must have:

- Clinical currency and capability in the field of practice in which the student is being assessed.
- Met the NMC requirements to remain on the local register.
- Been supervised on at least three occasions to sign-off proficiency at the end of a final placement by an existing sign-off mentor or practice teacher.

The sign-off mentor must have:

- A working knowledge of current programme requirements, practice assessment strategies and relevant changes in education and practice for the student they are assessing.
- An understanding of the NMC registration requirements and the contribution they make to these requirements.
- An in-depth understanding of their accountability to the NMC for the decision they make to pass or fail a student when assessing proficiency requirements or by the end of the programme.

Sign Off Mentors

- At this School, sign off mentors will be needed in 2010 when students who started in 2007 complete their course.
- Only placements that host final practice students ('management' students) will need to have sign off mentors.
- Some existing mentors will be asked about becoming a sign off mentor prior to 2010.
- Sign off mentors are required to have one hour per week protected time, per student in the final placement to enable assessment and documentation to take place.

Student Passport

- Students starting from September 2007 will carry a student 'passport' through their placements.
- This will contain information on their progress on each placement
- The passport will be used by the sign off mentor along with evidence of the student's achievement, in the final placement, to enable a decision on signing off proficiency to be made.

Triennial review

- Placement providers will need to review all mentors on a 3 yearly basis to ensure they can remain on the register of mentors or sign off mentors.
- This may be incorporated as part of the appraisal / development review systems already in place.

Triennial review of mentors: to be maintained on the register of mentors all mentors must have -

- Mentored at least two students (extenuating circumstances permitting) within the three year period.
- Participated in annual updating – to include an opportunity to meet and explore assessment issues with others.
- Explored as a group activity the validity and reliability of judgements made when assessing practice in challenging circumstances.
- Mapped ongoing development in their role against the current NMC mentor standards.

Mentor Preparation and Support.

- All future decisions regarding mentor preparation and support will be directed via the Mentor Preparation Advisory Group (Lecturers / Service Providers).
- The Advisory Group links with the Practice Learning Committee.
- The new guidelines will be included in the Mentor Newsletter (2007 Spring Edition).
- Latest news can be accessed in the mentor bulletin

Questions?

- If you have further questions on any of this, please contact your local PLT Educational representative or:
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Thank You