

**Assisted Living Nurse Competencies
American Assisted Living Nurse Association (AALNA)
2018**

Competency Framework Glossary of Terms		
Concept	Definition	Assisted Living Nurse Leadership
Competency:		
Demonstration of the nurses' knowledge, skill and ability in the performance of the clinical role and leadership in assisted living.		
Skill:		
Knowledge and ability to perform tasks according to standards and practices which are based in the disciplines of nursing, management and leadership.		
Task:		
Activity which requires special training and knowledge.		
Level	Key Verbs	Description
Novice *	Verbalize or Speak in general terms	Beginner with no experience; taught general rules to help perform tasks. Rule-governed behavior is limited and inflexible.
Advanced Beginner *	Practice according to policies and procedures in a structured manner	Demonstrates acceptable performance; has gained prior experience in actual situations to recognize recurring meaningful components, and principles, based on experiences, begin to be formulated to guide actions.
Competent *	Apply critical thinking and abstract problem solving skills	Typically a nurse with 2-3 years' experience on the job in the same area or in similar day-to-day situations. Gains perspective from planning own actions based on conscious, abstract, and analytical thinking and helps to achieve greater efficiency and organization.
Proficient *	Collaborates, Teaches and/or Creates new methods and processes to achieve goals	Perceives and understands situations as whole parts; more holistic understanding improves decision-making. Learns from experiences what to expect in certain situations and how to modify plans.
Expert *	Innovates using research, best practices, experience, and new learning solutions to improve daily operations, care programs, or to develop new research	No longer relies on principles, rules, or guidelines to connect situations and determine actions. Much more background of experience. Has intuitive grasp of clinical situations. Performance is now fluid, flexible, and highly-proficient. Different levels of skills reflect changes in 3 aspects of skilled performance: Movement from relying on abstract principles to using past concrete experiences to guide actions, perception of situations as whole parts rather than pieces.

*Taken Novice to Expert: Excellence and Power in Clinical Nursing Practice by Patricia Benner RN, Ph.D., Addison-Wesley Publishing Company, 1984