



PBDS

Introduction to the Performance Based Development System

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We're glad "You Are Here"! Why?

- This is the Cross Country University PBDS Resource Guide. It is designed to prepare traveling healthcare professionals for the Performance Based Development Systems (PBDS) assessment.
- Your recruiter may have referred and encouraged you to view this web-based resource guide.
- This guide is not a "practice test".
- The goal of the resource guide is to help travelers understand the purpose of PBDS and prepare you to anticipate the design and structure of the assessment, which is unlike standard "tests" that you may already be familiar and comfortable with.





We hope that you find the following resource guide helpful.

Your comments are always welcome and can be directed to the RN contacts listed at the end of the guide.





First: a little HISTORY

- Performance Management Services, Inc. (PMSI), Tustin, CA: the company that sells the Performance Based Development System (PBDS) to hospitals.
- PMSI President: **Elliot Saulten**
- PBDS designer: **Dr Dorothy del Bueno, RN**
- PBDS is a customized competency assessment process that hospitals purchase to evaluate the ability of hospital personnel to do the job.
- Since 1985, well over 500 hospitals have successfully implemented PBDS.
- PBDS has recently made large gains in popularity.





What exactly is a PBDS assessment?

- "PBDS" stands for "**Performance Based Development System**".
- It is an assessment tool used to evaluate a healthcare provider's ability to recognize clinical problems and to **transfer (apply) knowledge to actual practice** to identify and manage problems in a timely, appropriate manner.
 - This skill set is commonly referred to as "**critical thinking**".





Description of PBDS:

- A situational critical thinking assessment.
- Various patient care scenarios (videos) are portrayed.
- Nurse is expected to recognize events and situations that are an imminent threat to patient stability or safety, identify the problem and manage it with appropriate interventions.





PBDS Assessment Content:

- PBDS assessment content is designed to include patient care scenarios and questions that correspond with patient case mix, staffing skill mix, and additional characteristics specific to the patient population served at each hospital.





Critical Thinking Assessment format:

- Nurse views brief videotaped patient care scenarios that simulate clinical situations.
- Nurse is expected to write down *all the steps* necessary to manage these clinical situations including what the nurse believes to be the primary problem or diagnosis.
- Answers are written (typed) in narrative form (no multiple choice).
- Nurse must include nursing actions that may seem automatic or obvious, along with *rationale* for each.





PBDS Assessment Outcomes:

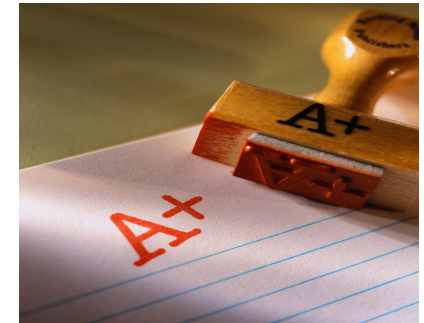
- Typically an “acceptable rating” must be achieved on the PBDS assessment before the traveler is permitted to engage in patient care.
- Only a few health care facilities offer remediation and / or a second opportunity to take the assessment if needed.
- Most often, if the nurse does not achieve an acceptable rating on the first PBDS assessment, the contract is terminated.





What if the nurse “fails”?

- There is no defined numeric "pass" or "fail" score, however there is an "acceptable" level of achievement based on a scale score "rating".
- There may or not be "re-takes", "second chances" or remediation for travelers. This is left to the discretion of the facility. The intent of PBDS is to assess the nurse's **current, applied** working knowledge.
- Health care facilities expect that travel nurses will possess adequate experience and critical thinking skills to achieve an acceptable PBDS rating. Some facilities do offer remediation and unit-specific re-takes, however **most commonly, if the nurse does not achieve an acceptable rating on the first assessment, the contract is terminated.**





You'll be happy to know that....

- 85-95% of our travel nurses achieve an acceptable PBDS rating on the first assessment!
- Cross Country Staffing is confident in the ability of their travel nurses to achieve the required rating on the PBDS assessment!
- You possess the knowledge, experience, skills and motivation to succeed!





PBDS assessment specialty types:

There are four clinical specialties of PBDS from which assessments are tailored for any nursing unit:

- Medical-Surgical
 - Critical Care
 - Neonatal ICU (NICU)
 - OB
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- Tailoring example: A Telemetry nurse would receive an enhanced Medical-Surgical assessment.





Are all travelers required to take PBDS?

- With very few known exceptions, all RN specialties are required to take PBDS at health care facilities that utilize PBDS.
- Health care facilities may also purchase PBDS for Allied disciplines.

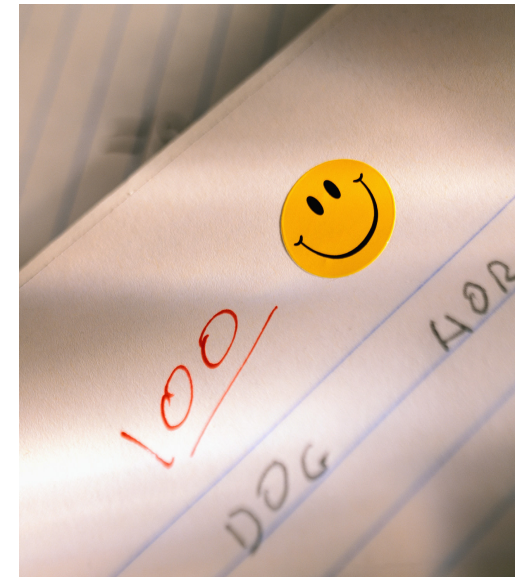




How is the rating performed?

Method #1

- “PBDS Direct” is administered via computers linked to PMSI’s national raters (working in various locations throughout the country). Almost all of PMSI raters are Masters prepared RN clinical educators. National raters receive an additional year of training by PMSI. PMSI uses raters from different parts of the country to reduce regional biases in both the assessment itself and the raters.
- Assessment is professionally evaluated by PMSI at approximately \$150 per nurse (this is not charged to the traveler).





How is the rating performed? Method #2

- A few hospitals still rate PBDS assessment responses locally, using their own trained internal clinical education staff.
- PMSI provides support and training for hospital-based raters.
- This method is used infrequently. Most PBDS facilities now use PBDS Direct.





How often must PBDS be repeated?

- If a traveler has taken the same specialty PBDS elsewhere prior to accepting an assignment at another health care facility that uses PBDS, the hospital *might not* require a repeat PBDS assessment.
- If the assessment was taken using “PBDS Direct” (rated by a PMSI national rater), it increases the likelihood (but does not guarantee) that other hospitals will accept the result in lieu of a repeat assessment.
- Some hospitals have established a set window of expiration beyond which a previously taken PBDS rating will not be considered.
- If the assessment is evaluated by an internal hospital rater, it is unlikely that another hospital will accept the result in lieu of a repeat PBDS assessment.
- Changing specialties (ie Med-Surg, Critical Care, NICU, OB) requires a successful PBDS assessment in the new specialty.





How to convey previous PBDS results to another facility:

- **Recruiter provides the nurse with generic PBDS results release form to ensure that the nurse provides all of the necessary information the hospital will need in order to request results from PMSI.**
- **Cross Country Staffing submits nurse's completed release form to the hospital, requesting that the hospital consider previous PBDS results in lieu of nurse re-taking the assessment.**
- **The destination hospital then decides whether or not it is willing to consider nurse's previous PBDS results.**
- **If willing to consider previous results, hospital presents completed release form to PMSI who retrieves nurse's results from their data base (as long as prior assessment was completed via PBDS Direct, rated by national raters), and provides result to hospital.**
- **Hospital reviews and decides whether to accept this rating in lieu of nurse repeating the PBDS assessment.**





How is the PBDS assessment presented?





Assessment Administration

The PBDS assessment is generally structured in a computer-based format, including the video scenario components.



Very few (if any) hospitals still use a pencil/paper version of the assessment.





When & how is PBDS administered?

How long does it take?

- The assessment is administered upon hire (for travelers it is typically given on day one or two of assignment).
- It is administered in a proctored setting with a time limit.
- As designed, full administration of PBDS for newly hired staff can take up to 7 hours. Travelers receive an abbreviated version (2-4 hours).





Components of a PBDS assessment

The three focus areas are:

1. Critical Thinking Skills: Problem identification and management (rating is driven mainly by this component).
2. Interpersonal Communication Skills
3. Technical Skills





Very basically...

- Nurse is presented with patient care situation ***vignettes on video***.
- Determine the ***main problem***.
- Rank type of ***priority***.
- State what ***interventions***.
- State the ***rationale*** for each intervention.
- Answers are in **essay / statement** fashion (not multiple choice).
- Process is ***timed-limited (approx 2-4 hrs)***.





Points of emphasis:

- Every scenario will contain at least one “change in status event” (patient deterioration).
- PBDS only presents abnormal events.
- No one will be “just fine”.





Taking the assessment:

- Watch the vignette closely.
- Visual cues may be brief.
- The handouts provided at the start of the assessment contain data you might otherwise be tempted to write down.
- Writing will distract the nurse from the vignettes. It is better to use the handouts provided.
- Avoid “reading into” the situation. Assess the situation exactly as presented in the vignette.





What to expect:

- The nurse is asked several questions based on the scenario just viewed in the video.
- These questions prompt nurse to identify anticipated medical diagnosis (define the problem).
- Nurse presents nursing interventions in response to the scenario (select the right actions for the right reasons).
- Prioritize the problem's need for action.





Responses:

- Priorities to consider in responding to the scenarios. What is it that you:
 - MUST do?
 - SHOULD do?
 - COULD do?





Responses:

- How quickly must you take action? (immediately? later?)
- Will appropriate delegation contribute to meeting this need? (identify possible available resources to draw on).
- Does your skill set and scope of practice allow you to intervene independently?
- Do you need to collaborate?...with a colleague? physician? Charge Nurse? Manager? Rapid Response Team? Code Blue Team?





Interpersonal skills assessment:

- Interpersonal skills are evaluated by presenting different patient care situations in which a nurse provides a response.
- Startling statement: Physician says, "I don't know why the administration of this hospital won't hire any decent nurses when there are plenty of girls out there."
- The nurse documents his/her "professional" response.





Points of emphasis:

- What the nurse will report to the physician is at least as important as identifying the clinical change and potential causes.
- *State the obvious.* If you recognize that a medication you are administering is causing a problem, state that you are holding the med. If your patient is on digoxin and you observe S/S of digoxin toxicity (anorexia, halos around images, arrhythmias) state that you will hold the digoxin and seek an order for a digoxin level. If you observe a rash with itching in the patient with a morphine PCA pump, turn off the PCA.





Important!

- Do not bring any sort of “study guide” or prep material to the assessment.
- Cross Country University has provided this overview to support you in understanding what to expect when sitting for a PBDS assessment and to assuage test-anxiety.
- “Study Guides” or similar materials received from outside sources may contain inaccurate information. There are no “practice tests”.





How long does it take to be informed of my assessment outcome?

- When PBDS Direct is used, the turnaround time for results is usually 24-48 hours (1-2 business days).
- When internal raters are used, the turnaround time may be longer, depending on how many assessments were performed.
- Typically, results are conveyed to Cross Country Staffing, who then contacts the nurse.
- Results are based on a scale score, and are conveyed in terms of “acceptable” or “unacceptable”.





Housing arrangements



- Your housing arrangements may be different before PBDS from what they are after PBDS.
- This is another intervention designed to minimize the pressure on travel nurses as they focus initially on successfully completing the PBDS assessment.
- Ask your Recruiter for details about your specific housing arrangements.





Cross Country Staffing RN Support!

Now that you have read the Cross Country University PBDS Resource Guide, we strongly encourage you to call the "Just In Time" toll free line:

800.975.1152

Cross Country University RNs are available!

- **Carol Tuttas, MSN, RN, CNA, BC**
Professional Services Educator
PBDS Resource Just in Time Answers: **800.975.1152**
E-mail: ctuttas@ccuniversity.com
- **Jean Shinnars, PhD(c), RN, CCRN**
Director for Collaborative Learning and Career Enrichment
PBDS Resource Just in Time Answers: **800.975.1152**
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References

- **Performance Management Services, Inc:**
<http://www.pmsi-pbds.com>.
- **PBDS presentation by Dr. Dorothy del Bueno at Boca Raton Community Hospital “Development of Critical Thinking” (Attended by Carol Tuttas on 5/23/07).**
- www.PanTravelers.org (accessed online 7-20-07):
http://www.pantravelers.org/index.php?option=com_content&task=view&id=4308&Itemid=90.





Thanks to:



- **Franklin A. Shaffer EdD, RN, FAAN**
- **Professional Association of Nurse Travelers**
www.PanTravelers.org
- **Cross Country Staffing Recruiters**
- **The fine travelers of Cross Country Staffing!**

