

CHA/P Re-Entry Evaluation and Biennial Skills Evaluation

Overview

The intent of this document is to provide a guide for biennial (every two year) clinical competency evaluation of a Community Health Aide/Practitioner (CHA/P) and a guide for re-entry evaluation for a CHA/P.

Re-Entry Evaluation

- The Community Health Aide Program Certification Board Standards state that a CHA/P cannot seek certification if s/he has not been employed in direct patient care for a minimum of 80 hours with a minimum of 30 patient encounters in the six months prior to submission of the application for certification [Sec. 2.50.200(a)(4)(A)]. When a CHA/P has not been employed in a clinical capacity for more than six months, s/he will require a Re-Entry evaluation.
- This evaluation will serve to determine clinical competence and mastery of skills. It will also serve to determine at which level a CHA/P can provide care and seek to be certified.
 - For example, a former CHP may be re-entered into employment as a CHP, or it may be determined that their skills are at CHA II. The CHA/P will demonstrate competency of skills up to and including those for their previous level of training (e.g. a CHP will need to demonstrate competency of skills for Sessions I, III, III, and IV).
- A Physician, Physician Assistant, or Nurse Practitioner familiar with the Community Health Aide Program, the Standards, and the CHAM may conduct the re-entry evaluation.
- After the re-entry evaluation is complete, the provider conducting the evaluation will determine the level at which a CHA/P may practice. The CHA/P may then apply to the Board for certification.
- In the case that the evaluator is not able to make a determination of the appropriate practice level, or they feel the CHA/P should be re-entered at a level below the previous certification, they should communicate with the most recent Training Center.
- The re-entry documentation should be kept in the CHA/Ps personnel file.

Biennial Clinical Competency Evaluation

- Clinical competence is vital to providing care to people in remote Alaska. As a CHA progresses through training, s/he is able to hone their skills and has the opportunity to demonstrate clinical competence.
- For those CHA/Ps that have completed their training, or who have not been able to progress through the program in a timely fashion, biennial evaluation of clinical competence is needed to ensure that the CHA/P is providing high quality health care in the villages [Sec. 2.50.200(a)(4)(b)]
- The CHA/P will demonstrate competency of skills up to and including those for their level of training (e.g. a CHA III will need to demonstrate competency of skills for Sessions I, III, and III).
- Field Instructors (CI/SI), Training Center Instructors, Supervising Providers, or certified CHPs vetted and approved by their THO can complete this biennial evaluation.
 - It is the responsibility of the THO to have a process on vetting and approving CHPs to complete the biennial skills evaluation.
- The biennial skills evaluation must be completed in the two years prior to submitting the application for certification.
- The biennial clinical competency documentation should be kept in the CHA/Ps personnel file. The employing Tribal Health Organization (THO) will verify the CHA/P's clinical competence on the CHA/P Renewal of Certification, and a copy of the evaluation form will be submitted with the application.

This document lists the **minimum** skills that must be evaluated; additional skills may be added to this list by a THO. It is recommended that each THO have a policy regarding evaluation clinical competence and a policy regarding re-entry evaluations of CHA/Ps.