

EVALUATION OF CLINICAL PERFORMANCE TOOL
Nursing Access–2023

Firelands Regional Medical Center School of Nursing
Sandusky, Ohio

Student: Katelyn Morgan

Final Grade: Satisfactory

Semester: Fall

Date of Completion: 11/30/2023

Faculty: Brittany Lombardi, MSN, RN, CNE
Dawn Wikel, MSN, RN, CNE
Frances Brennan, MSN, RN

Faculty eSignature: Dawn A. Wikel, MSN, RN,
CNE

DIRECTIONS FOR USE:

Students evaluate themselves based on the competencies using the performance code on page 2. The performance code includes the terms **Satisfactory (S)**, **Needs Improvement (NI)**, **Unsatisfactory (U)**, and **Not Available (NA)**. The faculty member will initial if in agreement with the student’s evaluation. If there is a discrepancy in the performance code evaluation between the student and the faculty member, a note is written on the comment section by the faculty member with the rationale for the evaluation. All competencies must be rated a “S, NI, U, or NA”. If the student does not self-rate, then it is an automatic “U”. A student who submits the clinical evaluation tool late will be rated as “U” in the appropriate competency(s) for the clinical week. Whenever a student receives a “U” in a competency, it must be addressed with a comment as to why it is no longer a “U” the following week. If the student does not state why the “U” is corrected, it will be another “U” until the student addresses it. All clinical competencies are critical to meeting the objectives of the course. If the final performance code is unsatisfactory or needs improvement in any one of the competencies, a grade of unsatisfactory is given. If a pattern of unsatisfactory performance occurs after performing the competency satisfactorily, this also constitutes a grade of unsatisfactory. An unsatisfactory or needs improvement as a final score in any single competency results in a clinical course grade of unsatisfactory; this is a failure of the course. The terms Satisfactory and Unsatisfactory will be used in evaluating the final grade or clinical course performance.

METHODS OF EVALUATION:

- Lasater Clinical Judgment Rubric
- Faculty Feedback
- Skills Demonstration
- Evaluation of Clinical Performance Tool
- Documentation
- Skills Lab Competency Tool
- Simulation Evaluation Tool
- Skills Lab Checklist/Checkoff

ABSENCE (Refer to Attendance Policy)

Date	Number of Hours	Comments	Make Up (Date/Time)
NA			
Faculty’s Name			Initials
Brittany Lombardi			BL
Dawn Wikel			DW
Frances Brennan			FB

PERFORMANCE CODE

SATISFACTORY CLINICAL PERFORMANCE

Satisfactory (S): Safe; accurate each time, efficient, coordinated; confident, focuses on the patient; some expenditure of excess energy; within a reasonable time period; appropriate affective behavior; occasional supporting cues; minimal faculty feedback related to written clinical work.

UNSATISFACTORY CLINICAL PERFORMANCE

Needs Improvement (NI): Safe; accurate each time; skillful in parts of behavior; focuses more on the skill and self rather than the patient; inefficient, uncoordinated, anxious, worried, flustered at times; expends excess energy within a delayed time period, frequent verbal and occasional physical directive cues in addition to supportive cues; faculty feedback required in several areas of clinical written work.

Unsatisfactory (U): Failure to achieve the course competency, safe but needs faculty reminders constantly, not always accurate, unskilled, inefficient, considerable expenditure of excess energy, anxious, disruptive or omitting behaviors, focus on skills and/or self, continuous verbal and frequent physical cues, unsafe, performs at risk to patient/patients/others, unable to function, incomplete, erroneous, faulty, illegible clinical written work, no feedback sought from faculty or response to feedback not evident in submitted written work. If the student does not self-rate a competency the competency is graded "U." A "U" in a competency must be addressed in writing by the student in the Evaluation of Clinical Performance tool. The student response must include how the competency has been or will be met at a satisfactory level. If the student does not address the "U," the faculty member (s) will continue to rate the competency unsatisfactory.

OTHER

Not Available (NA): The clinical experience which would meet the competency was not available.

Grey shaded weekly competency boxes do not need a student evaluation rating or faculty/teaching assistant initials.

Objective					
1. Recognize the needs of the individual including respect for diversity using a patient-centered approach and therapeutic communication. (1,2,3,4)*					
Clinical Experience	Week 5	Week 12	Week 15	Make-Up	Final
Competencies:					
a. Identify spiritual needs of the patient and cultural factors which influence healthcare (Noticing).			S	NA	S
b. Coordinate care based on respect for patient's preferences, values, and needs (Responding).			S	NA	S
c. Use Maslow's Hierarchy of needs to determine the care needs of the assigned patient (Interpreting).			S	NA	S
d. Communicate effectively with patients and families (Responding).			S	NA	S
Faculty Initials			FB	DW	DW
Clinical Location			3T	NA	NA

* End-of-Program Student Learning Outcomes

Comments:

Objective					
2. Utilize steps of the nursing process including clinical judgment in the formulation of an evidence-based, patient-centered plan of care. (1,2,3,4,5)*					
Clinical Experience	Week 5	Week 12	Week 15	Make-Up	Final
a. Consider possible cause for all abnormal vital signs and assessment findings (Interpreting).			S	NA	S
b. Utilize clinical judgment skills to develop a patient-centered plan of care (Responding).			S	NA	S
Faculty Initials			FB	DW	DW

* End-of-Program Student Learning Outcomes

Comments:

Objective					
3. Demonstrate effective psychomotor skills and accurate use of technology in performing assessments and documenting safe nursing care. (1,2,3,4,5,8)*					
Clinical Experience	Week 5	Week 12	Week 15	Make-Up	Final
Competencies:					
a. Perform a physical assessment and obtain vital sign measurements utilizing correct techniques (Noticing) .			S	NA	S
b. Access medical information of assigned patient in Electronic Medical Record (Noticing) .			S	NA	S
c. Demonstrate correct body mechanics and practice safety measures during the provision of patient care (Responding) .			S	NA	S
d. Demonstrate beginning skill in accessing patient education material on intranet (Responding) .	S		S	NA	S
e. Document the physical assessment and vital signs for assigned patient according to policy (Responding) .			S	NA	S
f. Identify the action, rationale, dosage, side effects and the nursing implications of medications (Interpreting) .			S	NA	S
g. Administer oral, intra-muscular, subcutaneous, and intradermal medications using correct techniques and following the six rights of medication administration (Responding) .			S	NA	S
h. Document medication administration appropriately (Responding) .		S	S	NA	S
i. Apply the principles of asepsis and standard precautions (Responding) .			S	NA	S
j. Organize time providing patient care efficiently and safely (Responding) .			S	NA	S
Faculty Initials	BL	DW	FB	DW	DW

*Week 5: Meditech Expanse

*Week 12: BMV

* End-of-Program Student Learning Outcomes

Comments:

Week 5-3(d) Excellent job this week navigating Meditech and demonstrating beginning skill in accessing patient education material on the intranet. BL

Objective					
2. Analyze and discuss specific role changes necessary to transition from licensed practical nurse to registered nurse. (1,3,4,5,6,7,8)*					
Clinical Experience	Week 5	Week 12	Week 15	Make-Up	Final
Competencies:	S	S	S	NA	S
a. Incorporate instructor feedback for improvement and growth (Reflecting).			S	NA	S
b. Reflect on differences between RN and LPN role in the acute care setting (Reflecting).			S	NA	S
c. Discuss care and tasks that are appropriate to delegate related to assigned patient (Reflecting).			S	NA	S
Faculty Initials	BL	DW	FB	DW	DW

Objective					
4. Develop an individualized teaching plan based on patient needs. (2,3,5,6)*					
Clinical Experience	Week 5	Week 12	Week 15	Make-Up	Final
Competencies:			S	NA	S
a. Utilize appropriate resources and terminology when providing patient education (Responding).			S	NA	S
Faculty Initials			FB	DW	DW

* End-of-Program Student Learning Outcomes

Comments:

* End-of-Program Student Learning Outcomes

Comments:

Objective					
5. Establish personal goals for success in the RN nursing program based upon concepts of self-directed learning, time management, and values clarification. (7)*					
Clinical Experience	Week 5	Week 12	Week 15	Make-Up	Final
Competencies:	S	S	S	NA	S
a. Reflect on areas of strength** (Reflecting) .	S	S	S	NA	S
b. Reflect on areas for self-growth with a plan for improvement.** (Reflecting) .	S	S	S	NA	S
c. Exhibit professional behavior i.e. appearance, responsibility, integrity, and respect (Responding) .	S	S	S	NA	S
d. Incorporate the core values of caring, diversity, excellence, integrity, and “ACE”- attitude, commitment, and enthusiasm during all clinical interactions (Responding) .	S	S	S	NA	S
e. Actively engage in self-reflection (Reflecting) .	S	S	S	NA	S
Faculty Initials	BL	DW	FB	DW	DW

****7(a,b)-You must provide specific examples of areas of strength and areas for self-growth. You must also provide an explanation of how you will improve in your area for self-growth. Remember that a goal includes what you will do to improve, how often you will do it, and when you will do it by. Example, “I had a hard time with taking a manual BP. I will get a BP cuff and practice manual BP’s with at least three members of my family over the next week.” Please ensure that you answer this section in-depth with your plan of action.**

* End-of-Program Student Learning Outcomes

Comments:

Week 5:

7(a) Specific areas of strength is following along in class demonstrations. BL

7(b) Specific areas of areas for self-growth for me are navigating Meditech without asking questions as we utilize the software more frequently. An example of this is using the computer lab and going on Meditech and opening up a fake patient and clicking throughout the system to become more familiar with it. I can go to the lab every day after class for an hour until I feel I am comfortable with the software. *Katelyn, you will have many opportunities during skills lab this semester to continue to practice with Meditech. This will hopefully help increase your comfort level before your first clinical experience. It is a good idea to dedicate some extra time to practicing outside of the opportunities offered during lab as well. Keep up all your great work this semester! BL*

Week 12:

7(a) Specific areas of strength is active listening while Professor Nick RN was demonstrating how to navigate Meditech such as signing off medications. This clinical rotation was very beneficial to help prepare me for when we are in the hospital administering medications to our patients. **Agreed! DW**

7(b) An example for specific areas for self-growth is asking questions relating to Meditech throughout clinical. This will help me become more familiar with this system as Firelands Hospital uses this software for documentation. I plan to ask questions as needed throughout this nursing program. **Katelyn, I know it was probably challenging to discuss an opportunity for improvement this week due to the nature and flow of this clinical training experience. With that said, I appreciate that you are attentive in all learning settings and will work on developing a comfort level to ask clarifying questions when needed. DW**

Week 15:

7(a) Specific areas of strength is paying attention during clinical. An example is paying close attention and following the 5 medication rights before administering medications to the patients. Another area is applying yourself during clinical and making the most out of the clinical time that we will have during the school year. **Wonderful! You are only going to get out of it what you put into it, so being an active participant and seeking out learning opportunities will be very important towards your overall success as an RN. DW**

7(b) Specific areas for self-growth is learning our new roles as becoming registered nurses. Registered nurses have a larger scope of practice than an LPN does. An example is keeping an open mind during RN school and building onto the knowledge and skills that I have already. **You can do this, Katelyn! This semester gave you an introduction to the necessary transition, but as long as you keep an open mind and an eagerness to learn like you did this semester, you will be successful. DW**

Final- Congratulations, you have successfully completed the laboratory, simulation and clinical requirements for the Nursing Access course. Keep up the good work! We look forward to guiding you in your continued transition from the LPN to RN role throughout the remainder of the curriculum. Please continue to challenge yourself. **DW**

Firelands Regional Medical Center School of Nursing
 Nursing Access 2023
 Simulation Evaluation

<u>Simulation Evaluation</u>	
Performance Codes:	Simulation #1 (1,2,3,4,5,6)*
S: Satisfactory	
U: Unsatisfactory	
	Date: 11/21/2023
Evaluation (See Simulation Rubric)	S
Faculty Initials	CB
Remediation: Date/Evaluation/Initials	NA

* Course Objectives

Week 14

Lasater Clinical Judgment Rubric Scoring Sheet

STUDENT NAME(S) AND ROLE(S): **Katelyn Morgan (A), Nadia Drivas (M)**

GROUP #: **1**

SCENARIO: **Care of the Older Adult**

OBSERVATION DATE/TIME(S): **11/21/2023 0930-1030**

CLINICAL JUDGMENT COMPONENTS	<u>OBSERVATION NOTES</u>
<p>NOTICING: (1,2)*</p> <ul style="list-style-type: none"> • Focused Observation: E A D B • Recognizing Deviations from Expected Patterns: E A D B • Information Seeking: E A D B 	<p>Introduced self. Asked patient name and DOB for safety when entering the room.</p> <p>Notices patient has a productive cough.</p> <p>Did not notice tissues in bed with yellow sputum (remediated in debriefing).</p> <p>Notices patient has abnormal lung sounds.</p> <p>Medication nurse noticed orders in MAR.</p> <p>Notices vital signs temperature 101.9, HR 100, RR 30, BP 100/68. SpO2 98% on 2L NC.</p> <p>Did not ask patient about allergies prior to medication.</p> <p>Notices the patient does not have medication ordered for pain or temperature.</p>
<p>INTERPRETING: (2,5)*</p> <ul style="list-style-type: none"> • Prioritizing Data: E A D B • Making Sense of Data: E A D B 	<p>Prioritized vital signs and pain assessment.</p> <p>Prioritizes head to toe assessment.</p> <p>Interprets patient’s lung sounds correctly as crackles.</p> <p>Interprets patient’s pain level as 6/10.</p> <p>Prioritizes giving pain medication.</p>
<p>RESPONDING: (1,2,3,4,5)*</p> <ul style="list-style-type: none"> • Calm, Confident Manner: E A D B • Clear Communication: E A D B • Well-Planned Intervention/ Flexibility: E A D B 	<p>Good hand hygiene for infection control.</p> <p>Assessment nurse introduces self and identifies patient.</p> <p>Raises head of bed to help with patient’s breathing/cough.</p> <p>Asks about pain including location and if it radiates.</p>

<ul style="list-style-type: none"> • Being Skillful: E A D B 	<p>Completes head to toe assessment.</p> <p>Auscultates heart sounds, lung sounds, and abdominal sounds over the gown.</p> <p>Communicates with patient throughout assessment, attempts to build rapport.</p> <p>Administers ordered medication and PRN, providing education to patient when prompted. Make sure all medications are looked up on skyscape to ensure all education is provided to patient (remediated in debriefing).</p> <p>Provides education on smoking cessation and the diagnosis of pneumonia.</p> <p>Medication nurse verifies patient’s name/DOB. Ask patient how they prefer to take their medications.</p> <p>Medication nurse call healthcare provider and utilizes SBAR. Does not use read back method (remediated in debriefing).</p> <p>Medication nurse verifies patient’s vital signs before administering metoprolol.</p>
<p>REFLECTING: (2,5,6)*</p> <ul style="list-style-type: none"> • Evaluation/Self-Analysis: E A D B • Commitment to Improvement: E A D B 	<p>Everyone participated well in debriefing. Each member of the team reflected on the experience and asked appropriate questions. Members of the team noticed areas for improvement and discussed ways to make improvements in the future. The assessment nurse and medication nurse demonstrated collaborative communication between the team members and the patient.</p>
<p>SUMMARY COMMENTS: * = Course Objectives</p> <p>Satisfactory completion of the simulation scenario is a score of “Beginning” or higher in all areas of the rubric.</p> <p>E= Exemplary</p> <p>A= Accomplished</p> <p>D= Developing</p> <p>B= Beginning</p> <p>Scenario Objectives:</p> <ol style="list-style-type: none"> 1. Demonstrate accurate performance of a comprehensive physical assessment. (1, 3)* 2. Implement appropriate nursing interventions upon completion of nursing assessment. (1, 2, 3)* 	<p>Lasater Clinical Judgement Rubric Comments:</p> <p>Noticing: Regularly observes and monitors a variety of data, including both subjective and objective; most useful information is noticed; may miss the most subtle signs. Recognizes most obvious patterns and deviations in data and uses these to continually assess. Actively seeks subjective information about the patient’s situation from the patient and family to support planning interventions; occasionally does not pursue important leads.</p> <p>Interpreting: Generally focuses on the most important data and seeks further relevant information but also may try to attend to less pertinent data. In most situations, interprets the patient’s data patterns and compares with known patterns to develop an intervention plan and accompanying rationale; the exceptions are rare or in complicated cases where it is appropriate to seek the guidance of a specialist or a more experienced nurse.</p> <p>Responding: Generally displays leadership and confidence and is able to control or calm most situations; may show stress in particularly difficult or complex situations. Generally communicates well; explains carefully to patients; gives clear directions to team; could be more effective in establishing rapport. Develops interventions on the basis of relevant patient data; monitors progress regularly but does not expect to have to change treatments. Displays proficiency in the use of most nursing skills; could improve speed or accuracy.</p> <p>Reflecting: Evaluates and analyzes personal clinical performance with minimal prompting primarily about</p>

<p>3. Administer medications following the six rights of medication administration to prevent errors in the process. (3, 4)*</p> <p>4. Utilize concepts of professional communication in interactions with patients, families, and members of the healthcare team. (3, 6)*</p> <p>5. Discuss smoking cessation in relation to health promotion and disease prevention. (1, 5)*</p> <p>*Course Objectives</p>	<p>major events or decisions; key decision points are identified, and alternatives are considered. Demonstrates a desire to improve nursing performance; reflects on and evaluates experiences; identifies strengths and weaknesses; could be more systematic in evaluating weaknesses.</p> <p>Satisfactory completion of NA simulation scenario. CB</p>
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Firelands Regional Medical Center School of Nursing
Nursing Access 2023
Skills Lab Competency Tool

Student: Katelyn Morgan	Semester: Fall 2023				
Skills Lab Competency Evaluation Performance Codes: S: Satisfactory = accurate, organized, safe skill performance, ≤ two general prompts from faculty following completion of skill, appropriate use of time for duration of lab, participation in computerized documentation U: Unsatisfactory = Any items omitted or performed incorrectly and not addressed to a satisfactory level during prompting, inappropriate use of time during any portion of lab, failure to complete computerized documentation	Week 6 (3,5)*	Week 9 (3,5)*	Week 10 (3,5)*	Week 11 (3,5)*	Week 12 (3,5)*
Date	9/26/23	10/17/23	10/24/23	10/31/23	11/7/23
Evaluation	S	S	S	S	S
Faculty Initials	DW	DW	DW	DW	DW
Remediation: Date/Evaluation/Initials:	NA	NA	NA	NA	NA
Remediation: Date/Evaluation/Initials:	NA	NA	NA	NA	NA

*Course Objectives

Comments:

Week 6 (Wound Care): You have satisfactorily demonstrated competency in the skill of wound assessment and care (Sterile Damp to Dry Packed Dressing & Dry Sterile Dressing), as well as application of sterile gloves. Your skill performance was organized, maintained sterility and demonstrated patient-centered communication with frequent reassessment of pain throughout. No prompting was required. You identified this on your own, but please be sure to measure the wound prior to cleaning it. Overall, well done. Be sure to complete all required lab preparation noted in the Course Outline prior to all future labs. ATI is important but when it comes to the one-on-one checkoff, your skills checklist in the red folder and Edvance360 videos will be your main visual guide. This will provide you with a solid knowledge base that will make practice in the lab more efficient and confident. Additionally, you actively participated in activities associated with physical restraints and Meditech documentation related to wound care. Your documentation was a solid first attempt with documentation in Meditech. Future practice should focus on attention to detail and ensuring it paints a clear picture of your assessment and care. A couple details missed this week included the wound type, appearance of surrounding tissue and all dressing materials used. Nice job! DW

Week 9 (NG Insertion/Care):

You have satisfactorily demonstrated competency in the skills of nasogastric tube insertion, irrigation/maintenance, and removal. Your skill performance, while overall satisfactory, required a few prompts: one prompt to plug the NG tube prior to insertion, one prompt to have better control of the tube during measurement and insertion to avoid contamination, one prompt to discard the irrigant after it is instilled and drawn back out, one prompt to flush the tube with 20 mL of both water and air prior to removal, and one prompt for better control of the tube during removal. These are all easy things to fix and will add to the overall safety and comfort of the patient during these procedures. Please continue to practice and review the NG skills over the course of the semester. DW

Week 10 (Foley Insertion/Care):

You have satisfactorily demonstrated competency in the skills of female Foley catheter insertion, maintenance, removal and sterile glove application. Differences were adequately described for male procedures. Your skill performance was thorough, sterility was maintained, and required no prompting. Additionally, you provided good instruction to the patient throughout both procedures. Lastly, you satisfactorily completed Meditech documentation related to urinary catheters. Well done! DW

Week 11 (Head to Toe Assessment):

Great job in lab this week! You have satisfactorily demonstrated a basic head to toe assessment in the skills lab. One prompt was needed for a reminder to assess for use of an ambulatory aid. Your approach was systematic, thorough, and overall well done. You demonstrated friendly, professional, and informative communication. You did a great job with the handoff report activity and identifying sounds on the Vital Sim manikins. Keep up your excellent work! DW

Week 12 (Documentation):

You have satisfactorily completed the documentation lab by actively participating in Meditech documentation related to vital signs, physical re-assessment, safety and falls, pain assessment, patient rounds, TED hose/SCD/Ace wrap, feeding method, Intake and Output, urinary catheter management, and writing a nurse note. You utilized your time wisely and gained experience with each intervention listed. Great job! DW

/e360/apps/v9/releases/1695733545/public/upload/firelands/media/dropbox/122451-morgan,katelyn-2023week15finalnaclinicalsimtool.docx **EVALUATION OF CLINICAL PERFORMANCE TOOL**
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Sandusky, Ohio

I was given the opportunity to review my final clinical ratings in each course competency. I was given the opportunity to ask questions about my clinical performance. I have the following comments to make about my clinical performance/final clinical evaluation:

Student eSignature & Date: _____Katelyn Morgan 12/1/2023_____