

EVALUATION OF CLINICAL PERFORMANCE TOOL
Nursing Access–2023

Firelands Regional Medical Center School of Nursing
Sandusky, Ohio

Student: Anthony Drivas

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 Expand

*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					
1. Choose evidence-based strategies and legal-ethical concepts which may be applied to health care settings. (7)*					
Clinical Experience	Week 5	Week 12	Week 15	Make-Up	Final
Competencies:					
a. Comply with patient’s Bill of Rights (Responding) .			S	NA	S
b. Respect the privacy of patient health and medical information as required by federal HIPAA regulations (Responding) .			S	NA	S
c. Follow the standards outlined in the FRMCSN policy, “Student Code of Conduct” (Responding) .			S	NA	S
			FB	DW	DW
	Faculty Initials				

Week 12 (3h)- You satisfactorily participated in the barcode medication verification (BMV) clinical training this week. You were attentive and asked questions as needed. NS/DW

Week 15 (3e) Great job with medication pass. You were very thorough gathering all relative data about medications to administer safely and appropriately. You demonstrated all 6 rights of medication administration, and documented completely using the BMV. You were very patient delivering medication one at a time and educated the patient on each medication. FB (3g,h) Overall great job with documentation. Your documentation of head to toe assessment, vital signs, feeding method, and pain assessment was thorough and accurate. Documentation was completed in a timely manner with minimal editing required. FB

* End-of-Program Student Learning Outcomes

Comments:

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:					
a. Reflect on areas of strength** (Reflecting) .	S	S U	S	NA	S
b. Reflect on areas for self-growth with a plan for improvement.** (Reflecting) .	S	S U	S	NA	S
c. Exhibit professional behavior i.e. appearance, responsibility, integrity, and respect (Responding) .	S	S U	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

*** End-of-Program Student Learning Outcomes**

****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.**

Comments:

Week 5: A strength I believe I have is understanding the Meditech charting system very easily and being able to navigate it with ease. BL An area for me to reflect on and that I need self growth in is being able to sperate my real life experiences from the work book because in doing so I believe my test scores will start to improve. A goal I could set is studying the written content 2-3 hours a day so I don’t get myself confused when taking our tests. Anthony, thank you for taking time to reflect on an area that you can improve in the course. Previous experience can sometimes be a barrier if you are having to learn something a new or different way. Keeping up with evidence-based practice is essential in order to ensure positive patient outcomes. I think you have identified a great plan to help you improve. Moving forward, you will want to identify areas that you feel you can grow in the clinical setting when addressing this competency. It will become easier to do so when you have more direct patient care experiences. Keep up all your hard work this semester! BL

Week 12 (7a,b)- As noted in the directions above, you are required to comment on a strength and opportunity for improvement each clinical week. Unfortunately, you will earn a U for both of these competencies, as no comments were added. (7c)- You received a U for this competency due to late submission of your week 12 clinical tool. You needed reminding of the appropriate location to submit your tool. Anthony, overall, I know the clinical tool takes a little getting used to. With that said, you have several resources that clearly state the requirements and I am always available to clarify any questions. This will be a valuable lesson for the future in reading directions. Please be sure to read the directions on page 1 of this document. Prior to submitting your next tool, you will be required to comment in this area on how you will improve these three U's. Failure to do so will result in a continued U regardless of your performance. If you have any questions, be sure to clarify them with me to avoid any other unnecessary U's. Please also keep in mind that you have very few weeks of clinical evaluation and you cannot end of a U for any individual competency. It will be very important that you rectify these U's now. It may be a good idea to go in and create a week 15 version with your comments now so you don't forget in week 15. Let me know if you have any questions. DW

To reconcile my U I received for reflecting on areas of strength I will make sure to pay close attention to certain aspects that I thrive in but also recognize areas of struggle that need improvement, One thing I feel did have a strength in is a well understanding of the charting system and MAR for Medatech pertaining to clinicals. For improvement of professionalism and responsibility, making sure to have work turned in within a timely manner and prior to the due date and filled out accurately and correctly. For areas of self-growth I will observe my own actions and listen to instructors on areas I have some development in and also view my evaluations to also see areas of improvement needed for skills application and clinical thinking/judgment. I will also make sure to use my other resources to make sure any questions pertaining to assignment and other aspects of the class are answered thoroughly to limit times of confusion. Thank you for addressing your U's and especially for adding in your strengths and opportunities for improvement from week 12. You will get the hang of it! DW

Week 15- Areas of strength I feel that I have is current experience of being an LPN going into our first clinical experience with also having previous experience with equipment and charting due to former employment at clinical site. Having already developed a rhythm when performing my assessment and also a comfortability when meeting a new patient and continuing interactions with my patient when performing skills/tasks. One area I think I can improve on is making sure that my assessment stays systematic and is performed as a "head-to-toe" cause at times I miss or forget something and have to go back up, practicing my assessments at home and have a written check list to guarantee nothing missed. I can do it for at least 20-25 minutes a day making sure to run through it a few times. Excellent reflection here, Anthony! Considering that you work on an acute care inpatient med-surg floor, this will be a skill you can definitely practice multiple times each day you work. Keep up the great work! 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: S: Satisfactory U: Unsatisfactory	Simulation #1 (1,2,3,4,5,6)*
	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): A. Drivas (A), L. Swinehart (M)

GROUP #: 2

SCENARIO: Care of the Older Adult

OBSERVATION DATE/TIME(S): 11/21/2023 1030-1130

CLINICAL JUDGMENT COMPONENTS	OBSERVATION NOTES
<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>Notices tissues with yellow sputum.</p> <p>Notices patient has abnormal lung sounds.</p> <p>Asked patient about home oxygen usage.</p> <p>Medication nurse noticed orders in MAR.</p> <p>Notices vital signs temperature 101.9, HR 112, RR 28, BP 99/67. 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 (complete a full assessment-neuro, musculoskeletal, skin; mediated in debriefing)</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 	<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>

<ul style="list-style-type: none"> • Well-Planned Intervention/ Flexibility: E A D B • Being Skillful: E A D B 	<p>Asks about characteristics of cough and breathing.</p> <p>Asks about pain including location, rating, duration, treatment, and whether it was abnormal for the patient.</p> <p>Completes pieces of a head to toe assessment (remediated in debriefing).</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>Medication nurse introduces self, identifies the patient.</p> <p>Administers ordered medication and PRN, providing education to patient when prompted. Ensure that all medication is looked up on skyscape to ensure all education is provided to patient (remediated in debriefing).</p> <p>Provides education on incentive spirometer, 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 and healthcare provider's recommendations 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>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</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)* 3. Administer medications following the six rights of medication administration to prevent errors in the process. (3, 4)* 4. Utilize concepts of professional communication in interactions with patients, families, and members of the healthcare team. (3, 6)* 5. Discuss smoking cessation in relation to health promotion and disease prevention. (1, 5)* <p>*Course Objectives</p>	<p>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: Assumes responsibility; delegates team assignments; assesses patients and reassures them and their families. Communicates effectively; explains interventions; calms and reassures patients and families; directs and involves team members, explaining and giving directions; checks for understanding. Interventions are tailored for the individual patient; monitors patient progress closely and is able to adjust treatment as indicated by patient response. 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 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: Anthony Drivas	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. One prompt was needed to ensure hand hygiene and identification of the patient prior to care. Overall, well done, but please be sure to complete all required lab preparation noted in the Course Outline prior to all future labs. 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 completed accurately and with sufficient detail. Nice job! DW/AR

Week 9 (NG Insertion/Care):

You have satisfactorily demonstrated competency in the skills of nasogastric tube insertion, irrigation/maintenance, and removal. Your skill performance was thorough and required no prompting for insertion. While also well done overall, one prompt was needed for describing the difference between irrigation and flushing, and one prompt to clarify which lumen the 20 mL of air gets flush prior to removal. Lastly, your communication with the patient was frequent and calm throughout all three skills. Well done! 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 for male procedures were adequately described. Your skill performance was thorough, sterility was maintained, and required no prompting. Additionally, 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. Two prompts were needed for a reminder to inspect facial symmetry and capillary refill. Though you were not systematic as the checklist proposes, your approach was thorough, was not chaotic, 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/1701549781/public/upload/firelands/media/dropbox/122509-drivas,anthony-2023week15finalnaclinicalsimtool.docx **EVALUATION OF CLINICAL
PERFORMANCE TOOL
Nursing Access–2023**

**Firelands Regional Medical Center School of Nursing
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: Anthony Drivas 12/04/23