EVALUATION OF CLINICAL PERFORMANCE TOOL
Nursing Access–2023

Firelands Regional Medical Center School of Nursing
Sandusky, Ohio

Student: Lynnette Swinehart

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					
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
Faculty Initials			FB	DW	DW

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)- Good job with medication pass. You provided information for indication of medications, major side effects, and nursing assessments. Some areas of improvement would include the use of skyscape as a reference. Skyscape can provide information regarding the therapeutic classification and other important information on each medication. Remember to provide information and educate the patient on all medications being administered before scanning and opening. The patient has the right to refuse and if they choose to execute that right you do not want the patient charged for a medication not received. You will also want to know exactly when the medication is being prescribed for the patient, since often medications have many indications for use. Slow down and take your time, most errors can be attributed to medication error.
FB (3g,h)- Overall great job with documentation, minimal editing required. Make sure to open all areas of assessments so vital information is not forgotten. Remember to be thorough, accurate, and document in a timely manner. You did display the ability to access the electronic health record and gather pertinent information on your assigned patient. 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: a. Incorporate instructor feedback for improvement and growth **(Reflecting)**.	S	S	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: 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	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 57(a)- Areas of strength are navigating meditech. BL 7(b) Areas for improvement or growth would be to utilize the resources provide withing meditech. Reviewing information about patients diagnosis. Lynnette, we are fortunate to have some great electronic evidence-based resources for healthcare professionals that are easy to access on the hospital's intranet page. Not only will you find these resources helpful during your clinical experiences, but you can also utilize them to obtain information to help complete other class assignments and activities as well. Keep up all your great work this semester! BL

Week 12 7(A) Areas of strength are use of BMV as I do already use it for passing medications, I have a good foundation for using the pixis to pull medications. Wonderful! It's always nice to have background and experience in technology, especially the EHR and barcode scanning. DW
7 (b) areas for self growth are to utilize the additional information within the emar. For example I did not know that there was an icon to click to obtain quick information about the medications that were being administered. I will utilize this while passing pills to provide more detailed information about medications on the fly with patients rather than using my phone to look something up. Lynnette, the monogram in the MAR is helpful for a quick reference on medications. With that said, you will want to look medications up in the Skyscape resource prior to talking with your patient about them. The monogram is written at a lower level for the patient and does not include all of the important details that a nurse should know, like Skyscape (Davis's Drug Guide) does. DW

Week 15 7 (a) Areas of strength with clinical was communication with my patient as far as gaining knowledge of why my patient was in the hospital. I do enjoy getting to know the patients a little while I am caring for them. DW
7 (b) Areas for self growth: Not allowing nervousness to affect my performance of tasks that I currently do daily while being observed. It is difficult to revert into being a student and not a nurse. And not cutting corners, I guess. I will focus on critical thinking utilizing all patient information to pull the over all care together. It is something I feel I will continue to struggle with. I know how to do things, but the why behind them and the critical thinking behind everything lacks. I will utilize information presented on the nursing process to help pull information on patients together to think more critically about care. Excellent insight here, Lynnette! We will give you lots of opportunities to continue to practice this in the semesters to come and I am fully confident that you will get the hang of it. 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

Simulation Evaluation 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
NOTICING: (1,2)*					Introduced self. Asked patient name and DOB for safety when entering the room.
• Focused Observation:	E	A	D	B	Notices patient has a productive cough.
• Recognizing Deviations from Expected Patterns:	E	A	D	B	Notices tissues with yellow sputum.
• Information Seeking:	E	A	D	B	Notices patient has abnormal lung sounds.
					Asked patient about home oxygen usage.
					Medication nurse noticed orders in MAR.
					Notices vital signs temperature 101.9, HR 112, RR 28, BP 99/67. SpO2 98% on 2L NC.
					Did not ask patient about allergies prior to medication.
					Notices the patient does not have medication ordered for pain or temperature.
INTERPRETING: (2,5)*					Prioritized vital signs and pain assessment.
• Prioritizing Data:	E	A	D	B	Prioritizes head to toe assessment (complete a full assessment-neuro, musculoskeletal, skin; mediated in debriefing)
• Making Sense of Data:	E	A	D	B	Interprets patient's lung sounds correctly as crackles.
					Interprets patient's pain level as 6/10.
					Prioritizes giving pain medication.
RESPONDING: (1,2,3,4,5)*					Good hand hygiene for infection control.
• Calm, Confident Manner:	E	A	D	B	Assessment nurse introduces self and identifies patient.
• Clear Communication:	E	A	D	B	Raises head of bed to help with patient's breathing/cough.
• Well-Planned Intervention/					

Flexibility: E A D B • Being Skillful: E A D B	Asks about characteristics of cough and breathing. Asks about pain including location, rating, duration, treatment, and whether it was abnormal for the patient. Completes pieces of a head to toe assessment (remediated in debriefing). Auscultates heart sounds, lung sounds, and abdominal sounds over the gown. Communicates with patient throughout assessment, attempts to build rapport. Medication nurse introduces self, identifies the patient. 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). Provides education on incentive spirometer, smoking cessation, and the diagnosis of pneumonia. Medication nurse verifies patient's name/DOB. Ask patient how they prefer to take their medications. Medication nurse call healthcare provider and utilizes SBAR. Does not use read back method (remediated in debriefing). Medication nurse verifies patient's vital signs and healthcare provider's recommendations before administering metoprolol.
REFLECTING: (2,5,6)* • Evaluation/Self-Analysis: E A D B • Commitment to Improvement: E A D B	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.
SUMMARY COMMENTS: * = Course Objectives **Satisfactory completion of the simulation scenario is a score of "Beginning" or higher in all areas of the rubric.** **E= Exemplary** **A= Accomplished** **D= Developing** **B= Beginning**	**Lasater Clinical Judgement Rubric Comments:** **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. **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

Scenario Objectives: 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)*** ***Course Objectives**	to seek the guidance of a specialist or a more experienced nurse. **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. **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. **Satisfactory completion of NA simulation scenario. CB**

Firelands Regional Medical Center School of Nursing
Nursing Access 2023
Skills Lab Competency Tool

Student: Lynnette Swinehart	**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 systematic, thorough, and was extremely deliberate in maintaining sterility. No prompting was required and no suggestions for improvement are necessary. Overall, very 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. With all future practice documentation, be sure to enter the Meditech Test environment to avoid documenting inappropriately on a real patient. This was your first experience with the Test environment and all documentation was removed successfully. In the end, no harm was done but this is a great lesson in paying closer attention to detail. Nice job this week! 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 was efficient and required no prompting for all three skills. There were two steps that were completed out of sequence, though you recognized this on your own and corrected the issue (plugging the tube prior to insertion and verifying placement prior to removal). With all of this said, I appreciate that you understood the rationale behind each step you took in these skills. This is so important because nurses that just go through the motions are at an increased safety risk for patients and will have trouble thinking things through if troubleshooting is required. 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 hand grasps and fall risk. 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/1701549781/public/upload/firelands/media/dropbox/122511-swinehart,lynnette-2023week15finalnaclinicalsimtool3.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: Lynnette Swinehart 12/4/23