EVALUATION OF CLINICAL PERFORMANCE TOOL
Advanced Medical Surgical Nursing- 2019

Firelands Regional Medical Center School of Nursing
Sandusky, Ohio

Student: Elvira Wobser

Semester: Spring

Faculty: Frances Brennan, MSN, RN; Amy M. Rockwell, MSN, RN
          Carmen Patterson, MSN, RN; Brian Seitz, MSN, RN

Final Grade: Satisfactory/Unsatisfactory

Date of Completion: May 3, 2019

Faculty eSignature:

DIRECTIONS FOR USE:
Each week the 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, or U". 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 that clinical week. Whenever a student receives a "U" in a competency, the following week it must be addressed with a comment as to why it is no longer a "U". If the student does not state why the "U" is corrected, then 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 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 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:
Clinical Reports
Competency Performance
Completion of Patient Care
Documentation
Observation of Clinical Performance
Evaluation of Clinical Performance Tool
Onsite Clinical Debriefing
Online Discussion Rubric
Preceptor Feedback
Nursing Care Plan Rubric
Skills Lab Competency Tool
Clinical Judgement Rubric for Simulation

ABSENCE (Refer to Attendance Policy)

Date	Number of Hours	Comments	Make Up (Date/Time)

Initials	Faculty Name
FB	Frances Brennan, MSN, RN
CP	Carmen Patterson, MSN, RN
AR	Amy Rockwell, MSN, RN
BS	Brian Seitz, MSN, RN

<h1 align="center">PERFORMANCE CODE</h1>

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 needed 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, and 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/clients/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.

Objective
1. Engage in the coordination and delivery of nursing care measures to groups of patients and to patients with complex problems. (1,3,4,5,7,8)*

Weeks of Course:	2	3	4	5	6	7	8	Make up	Midterm	9	10	11	12	13	14	Make up	Final
Competencies:																	
a. Manage complex patient care situations with evidence of preparation and organization.	NA	S	S														
b. Assess comprehensively as indicated by patient needs and circumstances.	NA	S	S														
c. Respect patient and family perspectives, values, and diversity when planning, giving, and adapting care.	NA	S	S														
d. Evaluate patient's response to nursing interventions.	NA	S	S														
e. Interpret cardiac rhythm; determine rate and measurements	NA	NA	NA														
f. Administer medications observing the six rights of medication administration.	NA	S	S														
g. Perform venipuncture skill with beginning dexterity and evidence of preparation.	NA	NI	S														
h. Respond appropriately to equipment alarms; IV pumps, ECG monitors, ventilators, etc.	NA	S	S														
Faculty Initials	**CP**	**CP**	**CP**														
onClinical	NA	3T	3T														

Comments:

*End-of- Program Student Learning Outcomes

Objective

2. Formulate nursing care plans, correlations, or clinical reports that demonstrate patient-centered care, evidence-based practice, and clinical judgment. (1,2,3,4,5,8)*

Weeks of Course:	2	3	4	5	6	7	8	Make up	Midterm	9	10	11	12	13	14	Make up	Final
Competencies: a. Correlate relationships among disease process, patient's history, patient symptoms, and present condition utilizing clinical judgment skills. **CC (noticing, interpreting, responding)**	NA	S	S														
b. Monitor for potential risks and anticipate possible early complications. **CC (noticing, interpreting, responding)**	NA	S	S														
c. Recognize changes in patient status and take appropriate action. **(noticing, interpreting, responding)**	NA	S	S														
d. Formulate a prioritized nursing care plan utilizing clinical judgment skills. **CC (noticing, interpreting, responding, reflecting)**	NA	NA	NA														
e. Incorporate the ABCDEF Standardized Bundle of interventions for assigned patient. **CC (noticing, interpreting, responding)**	NA	NA	NA														
Faculty Initials	**CP**	**CP**	**CP**														

Comments:

*End-of- Program Student Learning Outcomes

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Objective

3. Plan leadership experiences with a mentor to impact team performance, patient safety, and quality indicators. (1,3,5,7,8)*

Weeks of Course:	2	3	4	5	6	7	8	Make up	Midterm	9	10	11	12	13	14	Make up	Final
Competencies:																	
a. Critique communication barriers among team members (**Preceptorship**)	NA	S	S														
b. Participate in QI, core measures, monitoring standards and documentation.	NA	NA	NA														
c. Discuss strategies to achieve fiscal responsibility in clinical practice.	NA	NA	NA														
d. Clarify roles & accountability of team members related to delegation. (**Preceptorship**)	NA	~~NI~~ S	S														
e. Determine the priority patient from assigned patient population. (**Preceptorship**)	NA	S	S														
Faculty Initials	**CP**	**CP**	**CP**														

Comments:

Week 3 Objective 3d: Elvira, I changed your "NI" to an "S" You shared several examples of tasks you saw delegated and how the person being delegated to was held accountable for the task. Please let me know if you have any questions or need any assistance in this area. CP

*End-of- Program Student Learning Outcomes

Objective

4. 4. Plan for a future in the nursing profession by analyzing information concerning employment, licensure, ethical, and legal issues in nursing focusing on accountability and respecting patient autonomy. (1,2,4,5)*

Weeks of Course:	2	3	4	5	6	7	8	Make up	Midterm	9	10	11	12	13	14	Make up	Final
Competencies: a. Critique examples of legal or ethical issues observed in the clinical setting.	NA	S	S														
b. Engage with patients and families to make autonomous decisions regarding healthcare.	NA	S	S														
c. Exhibit professional behavior in appearance, responsibility, integrity and respect.	NA	S	S														
Faculty Initials	**CP**	**CP**	**CP**														

Comments:

*End-of- Program Student Learning Outcomes

Objective

5. Construct methods for self-reflection and critiquing healthcare systems, processes, practices and regulations on a weekly basis. (7,8)*

Weeks of Course:	2	3	4	5	6	7	8	Make up	Midterm	9	10	11	12	13	14	Make up	Final
Competencies:																	
a. Reflect on your overall performance in the clinical area for the week.	NA	S	S														
b. Demonstrate initiative in seeking new learning opportunities.	NA	S	S														
c. Describe factors that create a culture of safety (error reporting, communication, & standardization, etc.).	NA	S	S														
d. Perform Standard Precautions.	NA	S	S														
e. Practice use of standardized EBP tools that support safety and quality.	NA	S	S														
Faculty Initials	**CP**	**CP**	**CP**														

Comments:

Week 3 Objective 5a: Elvira, per your preceptor Marisa, on 1-19-19 – "Excellent in all areas except Collection/Documentation of Data (Satisfactory)." Preceptor Comments: "Great enthusiasm and willingness to learn and participate; remember to use orderlies and delegate tasks." Great work Elvira! CP. Per your preceptor on 1-22-19 "Satisfactory in all areas except Communication Skills and Attendance (Excellent)." Preceptor comments: "Took 2 patients; observed blood transfusion; hung PB antibiotics; had surgical patient, dialysis patient and observed completion of MRI and had quad and port – so had lots of good experiences; busy day!" Nice work! CP Per your preceptor on 1-24-19 "Excellent in all areas except Delegation (Satisfactory)." Per your preceptor Marisa on 1-25-19 "Satisfactory in all areas except Establishment of Plan of Care, Professionalism, and Attendance (Excellent). " Keep up the great work Elvira! CP

Week 4 Objective 5a: Per your preceptor Marisa, on 1-26-18 "Satisfactory in all areas except Manager of Care, Member of Profession (Excellent)." Nice job! CP

*End-of- Program Student Learning Outcomes

Objective

6. Engage with members of the healthcare team, patients, families, faculty, and peers through written, verbal and nonverbal methods, and by utilizing computer technology. (1,2,6,7,8)*

Weeks of Course:	2	3	4	5	6	7	8	Make up	Midterm	9	10	11	12	13	14	Make up	Final
Competencies: a. Establish collaborative partnerships with patients, families, and coworkers.	NA	S	S														
b. Teach patients and families based on readiness to learn and discharge learning needs.	NA	NA	NA s														
c. Collaborate with members of the healthcare team, patients, and families to achieve optimal patient outcomes.	NA	S	S														
d. Deliver effective and concise hand-off reports.	NA	S	S														
e. Document interventions and medication administration correctly in the electronic medical record.	NA	S	S														
f. Consistently and appropriately posts in clinical discussion groups.	NA	S	S														
Faculty Initials	**CP**	**CP**	**CP**														

Comments:

Week 3 Objective 6c: Elvira, in your CDG you shared how you were able to communicate with pharmacy to ensure your patient received the appropriate number of doses for her antibiotic therapy. In doing so, you were able to experience interprofessional collaboration which increases patient safety and helps to improve the overall outcome of the patient. Great work! CP Objective 6f: Nice work on your CDG this week! CP

*End-of- Program Student Learning Outcomes

Week 4 Objective 6b: Elvira, I changed your "NA" to an "S". You shared that you reviewed home medications with the patient and the daughter during the medication reconciliation process. This would include education related to current and new medications. Patient education would also include orient/reorient to call light, hospital environment, new orders, plan of care etc. Remember to give yourself credit for interventions performed and education provided. CP

Objective

7. Devise methods utilized by nursing to develop the profession, advance the knowledge base, ensure accountability, and improve the outcomes of care delivery. (1,3,4,6,7,8)*

Weeks of Course:	2	3	4	5	6	7	8	Make up	Midterm	9	10	11	12	13	14	Make up	Final
Competencies:																	
a. Value the need for continuous improvement in clinical practice based on evidence.	NA	S	S														
b. Accountable for investigating evidence-based practice to improve patient outcomes.	NA	S	S														
c. Comply with the FRMCSN *"Student Code of Conduct Policy."*	NA	S	S														
e. Incorporate the core values of caring, diversity, excellence, integrity, and "ACE"- attitude, commitment, and enthusiasm during all clinical interactions.	NA	S	S														
Faculty Initials	CP	**CP**	**CP**														

Comments:

*End-of- Program Student Learning Outcomes

*End-of- Program Student Learning Outcomes

Skills Lab Evaluation Tool

Skills Lab Competency Evaluation Performance Codes: S: Satisfactory U: Unsatisfactory	Lab Skills								
	(1,3,4,6)*IV Start	,3,4,5,6)* Blood Admin./IV Pumps	DelegationPrioritization/	tCritical Care Meditech	3,4,5,6)*Physician Orders	4,6)* Central Line/Blood Draw/Ports/IV Push	Head to Toe Assessment	cementsECG/Telemetry	5,6)*ECG Measurements
	Date: 1/8/19	Date: 1/8/19	Date: 1/10/19	Date: 1/10/19	Date: 1/10/19	Date: 1/11/19	Date: 1/11/19	Date: 1/12/19	Date: 1/14/19
Evaluation:	S	S	S	S	S	S	S	S	S
Faculty Initials	CP	CP	CP	CP	CP	CP	CP	CP	CP
Remediation: Date/Evaluation/Initials	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

*Course Objectives
Comments:
IV Start: Satisfactory participation in IV Start review and hands-on practice. AR
Blood Administration/IV pump: Satisfactory participation practice with blood administration safety checks. Great job with priming tubing, secondary IV administration, the use of IV and drug dose library. FB
Prioritization Lab: You satisfactorily prioritized a group of assigned patients using a multitude of methods (i.e. Maslow's, ABCs, and ABCD system). You also provided a rationale for the order of your prioritized patients. Nice work! CP
Delegation Lab: You were able to appropriately delegate nursing tasks based on the skill level and scope of practice for each member of your team. You actively participated in the group discussion on delegation of nursing tasks and your team shared several important factors to consider when delegating, including: scope of practice and skill level of the delegate, nursing laws, facility policy and condition of the patient. Great job! CP
Meditech: Satisfactory completion of assessment documentation, documentation editing, and the use of IV flowsheet. Great job! FB
Physician Orders: You have successfully completed the Physician Orders Lab. You actively participated and did great with interdisciplinary communication, including nurse to nurse and nurse to physician using the SBAR format. Nice job! BS
Central line dressing change: Satisfactory central line dressing change using proper technique, as well as line flushing. FB
Blood Draw: Central Line Cap Change & Line Draw- You satisfactorily demonstrated proper technique for changing a CVAD cap and satisfactorily demonstrated how to withdraw blood from a CVAD per hospital policy. Nice work! CP
Ports: You have successfully completed your skills lab for Infusaports. You did a great job accessing the Infusaport and actively participating in the group discussion. CP
IV Push: Great job with reconstitution of powder with NS, and medication administration. FB

*End-of- Progr
Head to Toe Assessment: You were satisfactory during your Head to Toe Assessment, with no prompting needed. Great job! AR
ECG/Telemetry Placements: Satisfactory participation with review of monitoring tutorial and placement of ECG/Telemetry patches and leads. Satisfactory participation in review of Chest Tube/Atrium tutorial and lab discussion. AR
ECG Measurements: Satisfactory participation in and practice of ECG measurements during the ECG Measurements Lab. You accurately measured and interpreted a 6-second rhythm strip for Normal Sinus Rhythm. Great job! AR

Student Name:	**Clinical Date:**
Objective # 6: Develop patient-centered plans of care utilizing the nursing process. (3,4,5,6,7)*	
**Nursing care plan not appropriate to patient situation = 0 and automatic unsatisfactory rating	Total Points Comments

Nursing Diagnosis: (3 points)
  Problem Statement (1)
  Etiology (1)
  Defining Characteristics (1)
	Total Points
	Comments:

Goal and Outcome (6 points total)
Goal Statement (1 point)
Outcome:
  Specific (1)
  Measurable (1)
  Attainable (1)
  Realistic (1)
  Time Frame (1)
	Total Points
	Comments:

Nursing Interventions: (8 points total)
  Prioritized (1)
  What (1)
  How Often (1)
  When (1)
  Individualized (1)
  Realistic (1)
  Rationale (1)
  All pertinent interventions listed (1)
	Total Points
	Comments:

Evaluation: (5 points total)
  Date (1)
  Goal Met/partially/unmet (1)
  Defining characteristics (1)
  Plan to continue//modify/terminate (1)
  Signature (1)
	Total Points
	Comments:

Total possible points = 22 *End-of-Program Student Learning Outcomes 18-22 = Satisfactory care plan 17-14 = Needs improvement care plan <13 = Unsatisfactory care plan	Total Points for entire Care plan = Comments: 12

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: 5/3/19

*End-of- Program Student Learning Outcomes

AR 12/10/18