

Firelands Regional Medical Center School of Nursing
Sandusky, Ohio

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

Date of Completion: May 3, 2019

Faculty eSignature:

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.

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		

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 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:	S	S	S	S	S	S	S	S		S	S						
a. Manage complex patient care situations with evidence of preparation and organization.																	
b. Assess comprehensively as indicated by patient needs and circumstances.	S	S	S	S	S	S	S	S		S	S						
c. Respect patient and family perspectives, values, and diversity when planning, giving, and adapting care.	S	S	S	S	S	S	S	S		S	S						
d. Evaluate patient's response to nursing interventions.	S	S	S	S	S	S	S	S		S	S						
e. Interpret cardiac rhythm; determine rate and measurements	S	S	S	S	S	S	S	S		S	S						
f. Administer medications observing the six rights of medication administration.	S	S	S	S	S	S	S	S		S	NA						
g. Perform venipuncture skill with beginning dexterity and evidence of preparation.	NA	NA	NA	S	NA	S	NA	S		S	S						
h. Respond appropriately to equipment alarms; IV pumps, ECG monitors, ventilators, etc.	S	S	S	S	S	S	S	S		S	S						
Faculty Initials onClinical	FB	FB	FB	CP	CP	CP	CP										
	ICU	4P	ICU	3T	3T	3T with float to	ICU	3T		DH ED	SP PD						

Comments:

Week 2: Great job managing care of a critically ill patient, evaluating nursing interventions, and administration of medications. You are also putting forth great effort in your interpretation of cardiac rhythms. Keep up the great work. FB

Week 4: Marissa, you did a great job caring for a patient with complex health issues. You were able to assess your patient's needs, provide appropriate interventions, and then evaluating those interventions for appropriate response. The six rights of medication administration were followed. FB

*End-of- Program Student Learning Outcomes

Week 7 Objective 1: Marissa, per your preceptor Joyce, Great attempt at starting an IV. Nice work! CP

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:	S	S	S	NA	NA	NA	S	NA		NA	NA						
a. Correlate relationships among disease process, patient's history, patient symptoms, and present condition utilizing clinical judgment skills. CC (noticing, interpreting, responding)																	
b. Monitor for potential risks and anticipate possible early complications. CC (noticing, interpreting, responding)	S	S	S	NA	NA	NA	S	NA		NA	NA						
c. Recognize changes in patient status and take appropriate action. (noticing, interpreting, responding)	S	S	S	S	S	S	S	S		S	S						
d. Formulate a prioritized nursing care plan utilizing clinical judgment skills. CC (noticing, interpreting, responding, reflecting)	NA	S	NA	NA	NA	NA	S	NA		NA	NA						
e. Incorporate the ABCDEF Standardized Bundle of interventions for assigned patient. CC (noticing, interpreting, responding)	NA	NA	S	NA	NA	NA	S	NA		NA	NA						
Faculty Initials	FB	FB	FB	CP	CP	CP	CP										

Comments:

Week 2: Great job correlating the disease process, symptoms of your assigned patient, and providing appropriate nursing interventions to ensure positive patient outcomes. FB

Week 3: Great job providing an appropriate nursing care plan for your assigned patient. FB

Week 4: You provided a thorough assessment using the ABCDEF bundle, great job! You are also able to notice changes in your delivery of patient care that may indicate complications. FB

Week 7 Objective 2c: Marissa, you shared in your CDG a change you noticed in your patient (low blood sugar) and your response to that change (followed hospital protocol for low blood sugar). You also notified the primary RN about the change and your response. Nice work! CP

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:	NA	NA	NA	S	S	S	NA	S		NA	NA						
a. Critique communication barriers among team members (Preceptorship)																	
b. Participate in QI, core measures, monitoring standards and documentation.	S	S	S	S	S	S	S	S		S	S						
c. Discuss strategies to achieve fiscal responsibility in clinical practice.	S	S	S	S	S	S	S	S		S	S						
d. Clarify roles & accountability of team members related to delegation. (Preceptorship)	NA	NA	NA	S	S	S	NA	S		NA	NA						
e. Determine the priority patient from assigned patient population. (Preceptorship)	NA	NA	NA	S	S	S	NA	S		NA	NA						
Faculty Initials	FB	FB	FB	CP	CP	CP	CP										

Comments:

Week 2: Good job following quality improvement initiatives such as good hand washing appropriately. FB

Week 4: You have demonstrated fiscal responsibility while caring for patients, gathering only the supplies needed to care for your patient. FB

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:	S	S	S	S	S	S	S	S		S	S						
a. Critique examples of legal or ethical issues observed in the clinical setting.																	
b. Engage with patients and families to make autonomous decisions regarding healthcare.	S	S	S	S	S	S	S	S		S	S						
c. Exhibit professional behavior in appearance, responsibility, integrity and respect.	S	S	S	S	S	S	S	S		S	S						
Faculty Initials	FB	FB	FB	CP	CP	CP	CP										

Comments:

Week 2: (4a) Great participation in post conference regarding legal and ethical issues observed in the clinical setting.

Week 4: You present yourself in a very professional manner while communicating with other healthcare disciplines and family members. Keep up the great work. FB

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:	S	S	S	S	S	S	S	S		S	S						
a. Reflect on your overall performance in the clinical area for the week.	S	S	S	S	S	S	S	S		S	S						
b. Demonstrate initiative in seeking new learning opportunities.	S	S	S	S	S	S	S	S		S	S						
c. Describe factors that create a culture of safety (error reporting, communication, & standardization, etc.).	S	S	S	S	S	S	S	S		S	S						
d. Perform Standard Precautions.	S	S	S	S	S	S	S	S		S	S						
e. Practice use of standardized EBP tools that support safety and quality.	S	S	S	S	S	S	S	S		S	S						
Faculty Initials	FB	FB	FB	CP	CP	CP	CP										

Comments:

Week 2: (5c, 5e)- Great job participating in discussion regarding culture of safety and EBP tools your noticed in practice. FB

Week 4: You provided great reflection on the care you gave to patients during post-conference. FB

Week 5 Objective 5a: Marissa, per your preceptor, Joyce, on 01/25/19, "satisfactory in all areas except attendance (Excellent)." Preceptor comments: "Very good first day. Marissa got to see a lot of new things. Next week she will take total care of two patients." Keep up the great work! CP

Week 6 Objective 5a: Marissa per your preceptor, Joyce, on 2-9-19 "excellent in all areas." Preceptor Comments: "Marissa did a great job managing the care of 2 patients today; she had minimal questions and did a very good job." Keep up the great work Marissa! CP

Week 7 Objective 5a: Marissa, per your preceptor, Joyce on, 2-19-19 "Excellent in all areas" Preceptor Comments: "Marissa did a great job managing 3 patients and completing 2 discharges and 1 admission with only supervision; she had minimal questions." Per your preceptor Joyce, on, 2-20-19 "excellent in all areas. " Preceptor comments: "Marissa is doing great! Great attempt at starting an IV. Changed a dressing and the patient was surprised that she was a student and how confident and how well she performed; she does very well at educating patients." Per your preceptor, Joyce on, 2-21-19 "Excellent in all areas." Preceptor comments: "Marissa did a great job managing the care of 4 patients; she is going to a very good nurse." This is awesome Marissa, keep up the great work! CP

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:	S	S	S	S	S	S	S	S		S	S						
a. Establish collaborative partnerships with patients, families, and coworkers.																	
b. Teach patients and families based on readiness to learn and discharge learning needs.	S	S	S	S	S	S	S	S		S	S						
c. Collaborate with members of the healthcare team, patients, and families to achieve optimal patient outcomes.	S	S	S	S	S	S	S	S		S	S						
d. Deliver effective and concise hand-off reports.	S	S	S	S	S	S	S	S		S	NA						
e. Document interventions and medication administration correctly in the electronic medical record.	S	S	S	S	S	S	S	S		S	NA						
f. Consistently and appropriately posts in clinical discussion groups.	S	S	S	S	S	S	S	S		S	S						
Faculty Initials	FB	FB	FB	CP	CP	CP	CP										

Comments:

Week 2 (6f)- Great job with pathophysiology report providing a brief description and rationales for your assigned patient. You provided laboratory testing, and diagnostic testing and rationales for all. Nursing interventions were appropriate and prioritized for your patient. Great insight on the present and future needs of the assigned patient including all the health care professionals that were on board presently and who should be on board when discharged. FB

Week 3: You did a fantastic job with educating your patient this week about her disease process, medications, and complications. FB

Week 4: Documentation was accurate, complete, and in a timely manner. FB

Week 6 Objective 6c: Marissa, in your CDG, you shared your experience with the medication reconciliation process and your collaboration with the health care provider, charge nurse, and case management to ensure the correct medications were prescribed at discharge. Nice work. CP. Objective 6d: You have satisfactorily completed the Hand-off Report Competency with a score of 20/20. Per your preceptor, Joyce, "Great Job giving all necessary information. Report was perfect!" Excellent job Marissa! CP. Objective 6f: Great work on your CDG this week! CP

Week 7 Objective 6c: Marissa, in your CDG, you shared how you collaborated with pharmacy regarding po and IV Lasix ordered for your patient. In doing so, you were able to resolve the issue, which prevented a possible medication error. This is a great example of how medication errors can be prevented through simple checks and immediately reporting any discrepancies noted. Nice job! CP

*End-of- Program Student Learning Outcomes

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:	S	S	S	S	S	S	S	S		S	S						
a. Value the need for continuous improvement in clinical practice based on evidence.																	
b. Accountable for investigating evidence-based practice to improve patient outcomes.	S	S	S	S	S	S	S	S		S	S						
c. Comply with the FRMCSN "Student Code of Conduct Policy."	S	S	S	S	S	S	S	S		S	S						
e. Incorporate the core values of caring, diversity, excellence, integrity, and "ACE"- attitude, commitment, and enthusiasm during all clinical interactions.	S	S	S	S	S	S	S	S		S	S						
Faculty Initials	FB	FB	FB	CP	CP	CP	CP										

Comments:

Week 4: Marissa, you have shown compliance with the student code of conduct and incorporate core values essential to being a great nurse. Keep up the great job! FB

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	Delegation Prioritization/	t Critical Care Meditech	3,4,5,6)* Physician Orders	4,6)* Central Line/Blood Draw/Ports/IV Push	Head to Toe Assessment	gements ECG/Telemetry	b,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	FB	FB	FB	FB	FB	FB	FB	FB	FB
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: See each students individual statement below:

You satisfactorily completed your Head-to-Toe Assessment with minimal prompting. Keep practicing and your routine will become second-nature. Great Job! BS

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

Nursing Care Plan Grading Tool
AMSN
2019

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 3 Comments: Great job providing an appropriate nursing diagnosis and defining characteristics.
Goal and Outcome (6 points total) Goal Statement (1 point) (0.5) Outcome: Specific (1) Measurable (1) Attainable (1) Realistic (1) Time Frame (1)	Total Points 5.5 Comments: Goal statement could have been a little more specific such as "sufficient knowledge and interest in learning" Great job with outcomes following the SMART acronym.
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 8 Comments: Great job providing all appropriate nursing interventions in a prioritized manner.
Evaluation: (5 points total) Date (1) Goal Met/partially/unmet (1) Defining characteristics (1) Plan to continue//modify/terminate (1) Signature (1)	Total Points 5 Comments: Evaluation is complete including all aspects.
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 = 21.5 Comments: Satisfactory Care Plan FB 11

Lasater Clinical Judgment Rubric Scoring Sheet

STUDENT NAME: **MA, KD, JH**

OBSERVATION DATE/TIME: **2/27/19**

SCENARIO #: **Dysrhythmias**

CLINICAL JUDGMENT	OBSERVATION NOTES
COMPONENTS NOTICING: (1, 2, 5)* • Focused Observation: E A D B • Recognizing Deviations from Expected Patterns: E A D B • Information Seeking: E A D B	Team introduces self, identifies patient, and assesses orientation. Begins assessment, inquiring about symptoms. Identifies bradycardia and declining O2 sat.. Team notices change in rhythm. Team enters, begins assessment, identifies patient, and applies monitor. Team recognizes abnormal rhythm and the need to treat. Patient complains of dizziness, assesses BP, which is low. Good job keeping the patient informed. Team enters, immediately recognized code blue situation. Team recognized low K+ level as a potential cause of v-tach/loss of pulse.
INTERPRETING: (2, 4)* • Prioritizing Data: E A D B • Making Sense of Data: E A D B	Team interprets heart block. Team interprets rhythm change to be 3rd degree block. Interprets rhythm to be a-fib right away. Interprets hypotension, no relief of symptoms. When discussing bolus, CHF and low EF are considered. Verbalized code blue. Need to defib recognized.
RESPONDING: (1, 2, 3, 5)* • Calm, Confident Manner: E A D B • Clear Communication: E A D B • Well-Planned Intervention/Flexibility: E A D B • Being Skillful: E A D	Calls physician, with background information and recommendation of atropine. 2nd call to physician for bradycardia which is now symptomatic, requests atropine, order received (remember to read back orders) (always check supply dose). Calls physician again to report new symptom following atropine administration. Informs physician of 3rd degree block, new order received (remember to read back order). Calls physician regarding a-fib. Physician asks for advice regarding medication. Other team member keeps patient informed while others are calculating Cardizem doses. Order received and read back-nice job. Correct dose calculated and given. Cardizem stopped. (FYI this was not the cause of hypotension) Call to physician about low BP. Fluid bolus requested. Order received for 250ml bolus, order read back.

*End-of- Program Student Learning Outcomes

	Calls code blue, compressions started immediately, 1 mg. epinephrine given. Patches applied. Verbalized epi can be given every 3 minutes. Verbalized amiodarone as an option, 300 mg. followed by 150 mg. followed by drip.
REFLECTING: (6)* • Evaluation/Self-Analysis: E A D B • Commitment to Improvement: E A D B	During debriefing, team recognized the need to read-back orders. Verbalized what went well and identified potential for improvement. Team discusses priorities for the patient and temporary pacing as a treatment for symptomatic bradycardia. Team discussion regarding second scenario. Discussion of alternate medication to treat a-fib. Discussed synchronized and non-synchronized conversion and the possible need for sedation. Team discussed treatment during code blue situation and the need for rapid defibrillation, continuous CPR/ventilation. During debriefing, team communication, SBAR communication, and overall performance were discussed. Team communication/cohesiveness improved as the scenarios progressed, nice job.
SUMMARY COMMENTS: E = exemplary, A = accomplished, D = developing, B = Beginning Based off of Lasater's Clinical Judgment Rubric Developing to accomplished is required for satisfactory completion of this simulation.	Nice job! You are satisfactory for this simulation.

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EVALUATION OF CLINICAL PERFORMANCE TOOL
Advanced Medical Surgical Nursing- 2019

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: 5/3/19

*End-of- Program Student Learning Outcomes

AR 12/10/18