

**EVALUATION OF CLINICAL PERFORMANCE TOOL
Nursing Foundations – 2019**

**Firelands Regional Medical Center School of Nursing
Sandusky, Ohio**

Student: Hannah Michel

Semester: **Fall**

Final Grade: **Satisfactory/Unsatisfactory**

Date of Completion:

Faculty: **Frances Brennan**, MSN, RN; **Lora Malfara**, MSN, RN; **Amy Rockwell**, MSN, RN
Teaching Assistant: **Devon Cutnaw**, BSN, RN; **Nick Simonovich**, BSN, RN; **Brittany Schuster**, BSN, RN

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:

Skills Lab Checklists	Faculty Feedback
Careplan Grading Rubric	Documentation
Administration of Medications	
Skills Demonstration	
Evaluation of Clinical Performance Tool	
Clinical Discussion Group Grading Rubric	
High-Fidelity Simulation	
Skills Lab Competency Tool	

ABSENCE (Refer to Attendance Policy)

Date	Number of Hours	Comments	Make Up (Date/Time)
Faculty’s Name			Initials
Frances Brennan			FB
Devon Cutnaw			DC
Lora Malfara			LM
Brittany Schuster			BS
Nicholas Simonovich			NS
Amy Rockwell			AR

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 boxes do not need a student evaluation rating.**

Objective																		
1. Describe how diverse cultural, ethnic, and social backgrounds function as sources of patient, family, and community values. (2,4,6)*																		
Clinical Experience	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Mid-Term	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Make-Up	Final
Competencies:																		
a. Identify spiritual needs of patient (Noticing).																		
b. Identify cultural factors that influence healthcare (Noticing).																		
c. Coordinate care based on respect for patient's preferences, values, and needs (Responding).			S	N/A														
d. Use Maslow's Hierarchy of needs to determine the care needs of the assigned patient (Interpreting).			S	N/A														
Clinical Location;		NS	NS	NS														
			3N, 71M	NA														

Comments

Week 3 objective 1(c,d) – You did a great job during your first clinical experience. Whether you noticed it or not, you coordinated care and respected your patient's needs by entering the room, identifying yourself, explaining your purpose, and requesting to obtain vital signs. In the process, you used Maslow's Hierarchy of needs to determine your care. NS

* End-of-Program Student Learning Outcomes

Objective																		
2. Summarize knowledge of anatomy, physiology, chemistry, nutrition, psychosocial and developmental principles in performance of basic physical assessment through use of clinical judgment skills. (3,4, 5)*																		
Clinical Experience	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Mid-Term	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Make-Up	Final
Competencies:																		
a. Perform head to toe assessment utilizing techniques of inspection, palpation and auscultation (Responding).																		
b. Use correct technique for vital sign measurement (Responding).			S	N/A														
c. Conduct a fall assessment and institute appropriate precautions (Responding).																		
d. Conduct a skin risk assessment and institute appropriate precautions (Responding).																		
e. Collect the nutritional data of assigned patient (Noticing).																		
f. Demonstrates appropriate insertion, maintenance, and removal of NG tube (Responding).																		
g. Describe the findings and the rationale for diagnostic studies with the nursing implications for assigned patient (Interpreting).																		
		NS	NS	NS														

Comments

Week 3 objective 2 (b) – This week you were able to use correct technique for vital sign measurement on your first patient as a student nurse. You were able to utilize the skills learned in the lab and applied it to a real life scenario. You were able to obtain accurate vital signs on your patient and participated as an active member of the health care team. Great job! NS

* End-of-Program Student Learning Outcomes

Objective																		
3. Select communication techniques and appropriate boundaries with patients, families, and health care team members. (1,2,3,4,6,7)*																		
Clinical Experience	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Mid-Term	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Make-Up	Final
Competencies:																		
a. Receive report at beginning of shift from assigned nurse (Noticing).																		
b. Hand off (report) pertinent, current information to the next provider of care (Responding).			N/A	N/A														
c. Use appropriate medical terminology in verbal and written communication (Responding).			S	N/A														
d. Report promptly and accurately any change in the status of the patient (Responding).			S	N/A														
e. Communicate effectively with patients and families (Responding).			S	N/A														
f. Participate as an accountable health care team member in the provision of patient centered care (Responding).			S	N/A														
		NS	NS	NS														

Comments

Week 1 objective 3(e) – Excellent job this week communicating effectively with your patient. This was your first experience as a student nurse and you were able to enter your patient’s room confidently and began communicating right away. This can be nerve wracking the first time, but you did a great job and your patient appreciated the time you spent. By doing so, you initiated a therapeutic and trusting relationship. NS

* End-of-Program Student Learning Outcomes

Objective																		
4. Exemplify advanced searches in accessing electronic health care information and documenting patient care. (1,4,8)*																		
Clinical Experience	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Mid-Term	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Make-Up	Final
Competencies:			S	N/A														
a. Document vital signs and head to toe assessment according to policy (Responding).																		
b. Document the patient response to nursing care provided (Responding).																		
c. Access medical information of assigned patient in Electronic Medical Record (Responding).			S	N/A														
d. Demonstrate beginning skill in accessing patient education material on intranet (Responding).		S	N/A	N/A														
e. Provide basic patient education with accurate electronic documentation (Responding).																		
f. Consistently and appropriately post comments for clinical discussion groups on Edvance360 website (Reflection).																		
*Week 2 –Meditech 6.1		NS	NS	NS														

Comments

Week 2 objective 4(d) – Great job this week actively listening during Meditech orientation and demonstrating beginning skill in accessing information on the intranet. NS

Week 3 objective 4 (a,c,d) – You were able to gain experience accessing medical information in an electronic health record (EHR) in the live environment for the first time. Great job documenting the vital sign data accurately and timely so that the health care team was working with the most recent information.NS

* End-of-Program Student Learning Outcomes

Objective

5. Exemplify psychomotor skills and nursing care safely using evidence-based practice. (3,4,5,7,8)*

Clinical Experience	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Mid-Term	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Make-Up	Final
Competencies:			S	N/A														
a. Demonstrate correct body mechanics and practices safety measures during the provision of patient care (Responding).			S	N/A														
b. Apply the principles of asepsis and standard/infection control precautions (Responding).			S	N/A														
c. Demonstrates appropriate skill with foley catheter insertion, maintenance, and removal (Responding).																		
d. Manage basic patient care situations with evidence of preparation and beginning dexterity (Responding).			S	N/A														
e. Organize time providing patient care efficiently and safely (Responding).			S	N/A														
f. Manages hygiene needs of assigned patient (Responding).																		
g. Demonstrate appropriate skill with wound care (Responding).																		
h. Document the location of fire pull stations and fire extinguishers. ** (Interpreting).																		
		NS	NS	NS														

Comments

****You must document the location of the pull station and extinguisher here for clinical #2 experience.**

Week 3 objective 5 (b,e) – Excellent job this week maintaining the principles of asepsis using standard precautions and remembering to foam in and out each time you entered and exited the patient’s room. You were also able to organize your time efficiently by obtaining vital signs and documenting in real time. This helps promote safety by allowing the RN to review the vital signs prior to administering medications. NS

* End-of-Program Student Learning Outcomes

Objective																		
6. Develop patient-centered plans of care utilizing the nursing process. (3,4,5,6,7)*																		
Clinical Experience	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Mid-Term	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Make-Up	Final
Competencies:																		
a. Utilize clinical judgment skills to develop a patient-centered plan of care (Responding). *See rubric at end of tool																		
b. Development of clinical judgment in high-fidelity simulation scenarios. (Noticing, Interpreting, Responding, Reflecting)																		
Comments		NS	NS	NS														

Objective																		
7. Convert basic pharmacology principles into safe medication administration. (3,5,6,7)*																		
Clinical Experience	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Mid-Term	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Make-Up	Final
Competencies:																		
a. Identify the action, rationale, dosage, side effects and the nursing implications of medications (Interpreting).																		
b. Recognize patient drug allergies (Interpreting).																		
c. Practice the 6 rights and 3 checks prior to medication administration (Responding).																		
d. Administer oral, intra-muscular, subcutaneous, and intradermal medications using correct techniques (Responding).																		
e. Review the patient record for time of last dose before giving prn medication (Interpreting).																		
f. Assess the patient response to prn medications (Responding).																		
g. Document medication administration appropriately (Responding).																		
*Week 11: BMV		NS	NS	NS														

Comments

* End-of-Program Student Learning Outcomes

Objective																		
8. Exemplify professional conduct through self-reflection, responsibility for learning, and goal setting. (1,5,7)*																		
Clinical Experience	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Mid-Term	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Make-Up	Final
Competencies:			S	N/A														
a. Reflect on areas of strength** (Reflecting)			S	N/A														
b. Reflect on areas for self-growth with a plan for improvement.** (Reflecting)			S NI	N/A														
c. Incorporate instructor feedback for improvement and growth (Reflecting).			S	N/A														
d. Follow the standards outlined in the FRMCSN policy, “Student Conduct While Providing Nursing Care” (Responding).			S	N/A														
e. Incorporate the core values of caring, diversity, excellence, integrity, and “ACE”- attitude, commitment, and enthusiasm during all clinical interactions (Responding).			S	N/A														
f. Exhibit professional behavior i.e. appearance, responsibility, integrity, and respect (Responding).			S	N/A														
g. Comply with patient’s Bill of Rights (Responding).			S	N/A														
h. Respect the privacy of patient health and medical information as required by federal HIPAA regulations (Responding).			S	N/A														
i. Actively engage in self-reflection. (Reflecting)			S	N/A														
*		NS	NS	NS														

**** Must have different written example each week of clinical/lab. You must explain your plan for how you will improve. Example, "I am having a difficult time with obtaining a manual BP. I will get a BP cuff from Amy and practice manual BP's with at least three members of my family this week." Please ensure that you answer this section in-depth with your plan of action. Each week must be different.**

Week 3: Objective 8a- Strength: being able to take vital signs on my first patient. This is an excellent strength to note! Your first encounter with a real patient can certainly cause some nerves and anxiety leading up to it. This is a new role for you, and having the confidence to enter the patient's room and assessing your patient's vital signs for the first time is definitely something to be proud of. You will gain more confidence with each experience, and soon you will enter a room without thinking twice about it. Continue to work hard as you have thus far and this will continue to be a great strength for you. Keep up the hard work! NS

Week 3: Objective 8b- Improvement: I did not communicate with the patient properly. In the future, I will make sure to communicate with them more, asking my patient questions and getting to know them. Great job using reflection to identify an area for self-growth. Don't be discouraged, remember this was your first time communicating with a patient. It is difficult to find ways to communicate with a stranger, but as I said before, it will get easier with each experience. The more you practice with family, friends, or classmates, the easier it will be. Simple things like asking your patient where they are from, or if they have any kids, or asking about things that they enjoy is a good way to get the patient's mind off of being at the hospital and it shows that you are interested in them as a person, and not just a patient. Communication is key! Developing the ability to connect with people and showing them that you truly care about them is what makes the nursing profession so great. How do you think you can improve in this area? As we discussed during clinical while filling out the tool, part of the reflection piece is formulating a plan for improvement. It's great that you identified an area for self-growth, but we need to take it a step further and come up with a plan to make this a strength in the future. To make this competency an "S" in the future, be sure to include a plan for improvement. One way I think you can turn this area of self-growth into a strength is through practice. Utilize your time during skills lab to role play with your fellow classmates, this can help you become more comfortable. Great job this week! NS

*End-of-Program Student Learning Outcomes

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 total) 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/terminate (1) Signature (1)	Total Points Comments:
Total possible points = 22 18-22 = Satisfactory care plan 13-17 = Needs improvement care plan 0-12 = Unsatisfactory care plan	Total Points for entire Care plan = Comments:

Week 12 or 13:

Critical Thinking: Needs improvement care plan in each competency – noticing, interpreting, responding, reflecting

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**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: _____