

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

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

**Student:**   
**Semester:**

**Final Grade:**   
**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

**ABSENCE (Refer to Attendance Policy)**

Date	Number of Hours	Comments	Make Up (Date/Time)
Faculty’s Name			Initials

Clinical Discussion Group Grading Rubric

High-Fidelity Simulation

Skills Lab Competency Tool

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.

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**\*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)*																		
	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
Clinical Experience																		
<b>Competencies:</b>																		
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).			NA	NA	S	NA												
d. Use Maslow's Hierarchy of needs to determine the care needs of the assigned patient (Interpreting).			NA	NA	S	NA												
			DC	DC	BS													
					3N													
Clinical Location; Patient age																		

**Comments**

Week 5- Hannah, I have added the location of your clinical experience in the appropriate space for you for this week. For the rest of the semester, be sure to add your clinical location and the age of your patient on the weeks you have clinical. BS

\* 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	Wee k 1	Wee k 2	Wee k 3	Wee k 4	Wee k 5	Wee k 6	Wee k 7	Mid- Ter m	Wee k 8	Wee k 9	Wee k 10	Wee k 11	Wee k 12	Wee k 13	Wee k 14	Wee k 15	Mak e-Up	Final
<b>Competencies:</b>																		
a. Perform head to toe assessment utilizing techniques of inspection, palpation and auscultation (Responding).						NA												
b. Use correct technique for vital sign measurement (Responding).			NA	NA	S	NA												
c. Conduct a fall assessment and institute appropriate precautions (Responding).						NA												
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).																		
		DC	DC	BS														

**Comments**

\* End-of-Program Student Learning Outcomes

Week 5- 2(b) Great job accurately obtaining your vital signs for your very first clinical experience. BS

**Objective**

3. Select communication techniques and appropriate boundaries with patients, families, and health care team members. (1,2,3,4,6,7)\*

	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
<b>Clinical Experience</b>																		
<b>Competencies:</b>						NA												
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).			NA	NA	NA	NA												
c. Use appropriate medical terminology in verbal and written communication (Responding).			NA	NA	S	NA												
d. Report promptly and accurately any change in the status of the patient (Responding).			NA	NA	S	NA												
e. Communicate effectively with patients and families (Responding).			NA	NA	S	NA												
f. Participate as an accountable health care team member in the provision of patient centered care (Responding).			NA	NA	S	NA												
			DC	DC	BS													

## Comments

Week 5- 3(e) Hannah, you did a great job communicating with your very first patient this week. Keep up the great work! BS

\* 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
<b>Competencies:</b>																		
a. Document vital signs and head to toe assessment according to policy (Responding).			NA	NA	S	NA												
b. Document the patient response to nursing care provided (Responding).																		
c. Access medical information of assigned patient in Electronic Medical Record (Responding).			NA	NA	S	NA												
d. Demonstrate beginning skill in accessing patient education material on intranet (Responding).		S	NA	NA	NA	NA												
e. Provide basic patient education with accurate electronic documentation (Responding).																		
f. Consistently and appropriately post comments for clinical discussion groups on Edvance360 website (Reflection).																		
<b>*Week 2 –Meditech 6.1</b>		DC	DC	DC	BS													

**Comments**

Week 5- 4(a) You were able to accurately document your vital signs you obtained in Meditech. Great job! BS

\* End-of-Program Student Learning Outcomes

**Objective**

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

	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
Clinical Experience																		
<b>Competencies:</b>																		
a. Demonstrate correct body mechanics and practices safety measures during the provision of patient care (Responding).			NA	NA	S	NA												
b. Apply the principles of asepsis and standard/infection control precautions (Responding).			NA	NA	S	NA												
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).			NA	NA	S	NA												
e. Organize time providing patient care efficiently and safely (Responding).			NA	NA	S	NA												
f. Manages hygiene needs of																		

assigned patient (Responding).																		
g. Demonstrate appropriate skill with wound care (Responding).																		
<b>h. Document the location of fire pull stations and fire extinguishers. **</b> (Interpreting).						NA												
			DC	DC	BS													

Comments

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

\* End-of-Program Student Learning Outcomes

**Objective**

6. Develop patient-centered plans of care utilizing the nursing process. (3,4,5,6,7)\*

	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
Clinical Experience																		
<b>Competencies:</b>																		
a. Utilize clinical judgment skills to develop a patient-centered plan of care (Responding). <b>*See rubric at end of tool</b>																		
b. Development of clinical judgment in high-fidelity simulation scenarios. (Noticing, Interpreting, Responding, Reflecting)																		
					BS													

**Comments**

**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
<b>Competencies:</b> 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

BS

**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
<b>Competencies:</b> <b>a. Reflect on areas of strength** (Reflecting)</b>			NA	NA	S	NA												
<b>b. Reflect on areas for self-growth with a plan for improvement.** (Reflecting)</b>			NA	NA	S	NA												
<b>c. Incorporate instructor feedback for improvement and growth (Reflecting).</b>			NA	NA	U	NA												
<b>d. Follow the standards outlined in the FRMCSN policy, "Student Conduct While Providing Nursing Care" (Responding).</b>			NA	NA	U	NA												
<b>e. Incorporate the core values of caring, diversity, excellence, integrity, and "ACE"- attitude, commitment, and enthusiasm during all clinical interactions (Responding).</b>			NA	NA	U	NA												

f.	Exhibit professional behavior i.e. appearance, responsibility, integrity, and respect (Responding).			NA	NA	U	NA										
g.	Comply with patient’s Bill of Rights (Responding).			NA	NA	U	NA										
h.	Respect the privacy of patient health and medical information as required by federal HIPAA regulations (Responding).			NA	NA	U	NA										
i.	Actively engage in self-reflection. (Reflecting)			NA	NA	U	NA										
*				DC	DC	BS											

**\*\* 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.**

\*End-of-Program Student Learning Outcomes

**Week 5(8A): Strength-I felt that I was able to communicate and hold a conversation with a patient while being in the patients room taking vital signs. I also was able to confidently take vital signs and measure the readings accurately.** Hannah, you did a great job communicating with your patient in your very first clinical experience. You demonstrated a lot of confidence even though you may have felt very nervous at first. You also did a great job accurately obtaining your vital signs and documenting them in Meditech. Keep up the great work! BS

**Week 5(8B):Improve-I would like to improve in the area of documenting properly. I did not document 100% accurately, because I missed a box to mark my results. I will look over documentation in lab utilizing the book to help ensure that I do not miss any information when completing documentation within Meditech.** Hannah, documentation can be very overwhelming in the beginning. I felt as if you did a great job for your first clinical experience, and I know that with more practice and experience you will definitely improve. I think you have a great plan in place to assist with this process as well. BS

**Week 5- 8(c-i)** Hannah, unfortunately since you left these competencies blank on your evaluation tool this week they are automatically graded as unsatisfactory “U.” In the weeks to come, be sure to always double check that you have completed the entire evaluation tool before submitting to avoid receiving a “U.” Remember, 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”. Please refer to the “Directions for Use” on the first page of this document, as well as the “Performance Code” section to assist you in doing so for next week. If you have any questions, please do not hesitate to reach out to me. BS

**Week 12 or 13:**

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

<p>Nursing Diagnosis: (3 points total)          Problem Statement (1)          Etiology (1)          Defining Characteristics (1)</p>	<p>Total Points          Comments</p>
<p>Goal and Outcome (6 points total)          Goal Statement (1 point)          Outcome:          Specific (1)          Measurable (1)          Attainable (1)          Realistic (1)          Time Frame (1)</p>	<p>Total Points          Comments:</p>
<p>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)</p>	<p>Total Points          Comments:</p>
<p>Evaluation: (5 points total)          Date (1)          Goal Met/partially/unmet (1)          Defining characteristics (1)          Plan to continue/terminate (1)          Signature (1)</p>	<p>Total Points          Comments:</p>
<p>Total possible points = 22          18-22 = Satisfactory care plan          17-13 = Needs improvement care plan          &lt;13 = Unsatisfactory care plan</p>	<p>Total Points for entire Care plan =          Comments:</p>

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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: \_\_\_\_\_