

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

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

Student:

Final Grade: Satisfactory/Unsatisfactory

Semester: Fall

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).			NA	NA	S	NA	S											
d. Use Maslow's Hierarchy of needs to determine the care needs of the assigned patient (Interpreting).			NA	NA	S	NA	S											
Clinical Location;			BS	DC	NS													
					3N, (pt's age)		3T (85)											

Comments

Week 5 objective 1 – remember to include your clinical location and patient's age each clinical experience as shown in red above. NS

Week 5 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. You did this by collaborating with the NP to assess the patient and locate the patient's pedal pulse using the doppler. This assessment followed the ABCs framework by ensuring the patient had circulation to his feet prior to completing your next task. 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:						NA	S											
a. Perform head to toe assessment utilizing techniques of inspection, palpation and auscultation (Responding).						NA	S											
b. Use correct technique for vital sign measurement (Responding).			NA	NA	S	NA	S											
c. Conduct a fall assessment and institute appropriate precautions (Responding).						NA	S											
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).																		
			BS	DC	NS													

Comments

Week 5 objective 2 (b) – This week you were able to use correct technique for vital sign measurement on your first patient as a student nurse. Although you were nervous initially, you were able to overcome your nerves and utilized 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:						NA	S											
a. Receive report at beginning of shift from assigned nurse (Noticing).						NA	S											
b. Hand off (report) pertinent, current information to the next provider of care (Responding).			NA	NA	NA	NA	S											
c. Use appropriate medical terminology in verbal and written communication (Responding).			NA	NA	S	NA	S											
d. Report promptly and accurately any change in the status of the patient (Responding).			NA	NA	NA	NA	S											
e. Communicate effectively with patients and families (Responding).			NA	NA	S	NA	S											
f. Participate as an accountable health care team member in the provision of patient centered care (Responding).			NA	NA	S	NA	S											
			BS	DC	NS													

Comments

Week 5 objective 3 (e,f) – Excellent job this week communicating with your patient!! You expressed your nerves regarding entering a patient’s room for the first time, which is expected. However, when you entered the patient’s room you exuded confidence and struck up conversation right away. You should be proud of yourself, because this is not easy to do the first time. It was evident that your patient immediately felt comfortable in your care as he communicated with you. (f) not only did you have to

communicate with a patient for the first time, you also gained the experience of communicating and collaborating with another member of the health care team. You did not shy away from the fact that the Nurse Practitioner had entered the room, and even jumped in to help her locate the patient's pedal pulse with the doppler. Although this threw off your plan to obtain vital signs when entering the room, you did a great job of participating as an accountable member of the health care team by assisting the NP and then obtaining vital signs and entering the data into Meditech. 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:			NA	NA	S	NA	S											
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).			NA	NA	S	NA	S											
d. Demonstrate beginning skill in accessing patient education material on intranet (Responding).		S	NA	NA	NA	NA	S											
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		DC	BS	DC	NS													

Comments

Week 5 objective 4 (c) – You were able to access the electronic health record (EHR), locate your patient, open his chart, and documented accurately and appropriately. You were also able to navigate through your patient’s chart to locate pertinent data that can be used to provide safe patient care. You asked appropriate questions when you were unsure about Meditech to ensure you were documenting correctly. Great job! 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:			NA	NA	S	NA	S											
a. Demonstrate correct body mechanics and practices safety measures during the provision of patient care (Responding).			NA	NA	S	NA	S											
b. Apply the principles of asepsis and standard/infection control precautions (Responding).			NA	NA	S	NA	S											
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	S											
e. Organize time providing patient care efficiently and safely (Responding).			NA	NA	S	NA	S											
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).						NA	S											
			BS	DC	NS													

Comments

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

Week 5 objective 5 (b,e) – Good job this week maintaining the principles of asepsis while 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)																		
		DC	BS	DC	NS													

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
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		DC	BS	DC	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	NA	S	NA	S											
a. Reflect on areas of strength** (Reflecting)			NA															
b. Reflect on areas for self-growth with a plan for improvement.** (Reflecting)			U NA	NA	S NI	NA	S											
c. Incorporate instructor feedback for improvement and growth (Reflecting).			NA	NA	S	NA	S											
d. Follow the standards outlined in the FRMCSN policy, "Student Conduct While Providing Nursing Care" (Responding).			NA	NA	S	NA	S											
e. Incorporate the core values of caring, diversity, excellence, integrity, and "ACE"- attitude, commitment, and enthusiasm during all clinical interactions (Responding).			NA	NA	S	NA	S											
f. Exhibit professional behavior i.e. appearance, responsibility, integrity, and respect (Responding).			NA NI	NA	S	NA	S											
g. Comply with patient's Bill of Rights (Responding).			NA	NA	S	NA	S											
h. Respect the privacy of patient health and medical information as required by federal HIPAA regulations (Responding).			NA	NA	S	NA	S											
i. Actively engage in self-reflection. (Reflecting)			NA	NA	S	NA	S											
*			BS	DC	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.**

I am having difficulties with my self confidence. My plan to improve is to have a positive outlook on the task at hand. Take a deep breath when I'm feeling overwhelmed or anxious. Week 3- 8(a,b) Amanda, you do not need to identify a strength or a weakness the weeks you do not have a clinical experience. Therefore, I have changed both of these competencies to an "NA." BS

Week 3- 8(f) Your clinical evaluation tool was submitted 9/16/19 at 1349 after faculty sent an email asking for it. The due date for the clinical evaluation tool was 9/14/19 at 2200. Remember, clinical tools are due every Saturday at 2200 regardless if you have a clinical experience or not. Because of this, you have received an "NI" for this competency this week. However, in the future, students who submit a late clinical tool will be given a "U" in this competency. Please review the "Directions for Use" on page 1 of this document. BS

WEEK 5 Objective 8 A- I feel I did well. I was very nervous to enter the patients room before we started. Once I entered the room, I felt confident enough to take the vital signs. Excellent strength to note! I agree with you, I thought you did a great job. This was your first experience with a real patient in the clinical setting. Nerves are expected, and honestly are a good thing. It shows us that you care and are passionate about what you are doing. You have a desire to succeed and make a difference in peoples lives, and quite honestly that is a huge strength to have. Although you were nervous, you were able to remain composed and entered the room with confidence. Just listening from outside of the room, it sounded like you have done this 100 times. Your patient was immediately comfortable with you and you were able to take the skills learned in lab to obtain vital signs safely and accurately. Use this experience as confidence moving forward. You can and you will do this, keep up the hard work! NS

Week 5 objective 8 B- an area I feel I could strengthen is to have more self-confidence. Being nervous can cause errors and mistakes. Being confident in what I am doing and not second guessing myself. Great job using self-reflection to identify an area for self-growth. You hit the nail on the head, nerves can cause us to make mistakes that we would not normally make. It is great that you recognize that, because it will keep you aware during your clinical experience. Keep in mind though, this is all brand new. You have been presented with a lot of information over the first few weeks and have been forced to go outside of your comfort zone in lab and now in clinical. You are doing a great job. Your confidence will continue to grow with each experience. Keep working hard and this will become a strength in the future. An important part of self-reflection is developing a plan for improvement. You have identified an area for self-growth, but to be satisfactory in this competency in the future you need to include your plan for improvement. How do you think you can improve your self-confidence in the future so that you do not second guess yourself? Utilize positive self-talk each time you achieve a goal. Keep up the hard work! 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: Improving your care plan in each competency – noticing, interpreting, responding, reflecting

**EVALUATION OF CLINICAL PERFORMANCE TOOL
Nursing Foundations – 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: _____