

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

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

Student: Austin Hartz

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:										S	S							
a. Identify spiritual needs of patient (Noticing).										S	S							
b. Identify cultural factors that influence healthcare (Noticing).										S	S							
c. Coordinate care based on respect for patient's preferences, values, and needs (Responding).			N/A	S	N/A	N/A	S	S		S	S							
d. Use Maslow's Hierarchy of needs to determine the care needs of the assigned patient (Interpreting).			N/A	S	N/A	N/A	S	S		S	S							
Clinical Location;		NS	NS	NS	DC	BS	DC	DC		DC								
				3N			3T			4N	4N,5 8							

Comments

Week 4 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:						N/A	S	S		S	S							
a. Perform head to toe assessment utilizing techniques of inspection, palpation and auscultation (Responding).						N/A	S	S		S	S							
b. Use correct technique for vital sign measurement (Responding).			N/A	S	N/A	N/A	S	S		S	S							
c. Conduct a fall assessment and institute appropriate precautions (Responding).						N/A	S	S		S	S							
d. Conduct a skin risk assessment and institute appropriate precautions (Responding).										S	S							
e. Collect the nutritional data of assigned patient (Noticing).										S	S							
f. Demonstrates appropriate insertion, maintenance, and removal of NG tube (Responding).										S- NA	NA							
g. Describe the findings and the rationale for diagnostic studies with the nursing implications for assigned patient (Interpreting).										S	S							
		NS	NS	NS	DC	BS	DC	DC		DC								

Comments

Week 4 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:						N/A	S	S		S	S							
a. Receive report at beginning of shift from assigned nurse (Noticing).						N/A	S	S		S	S							
b. Hand off (report) pertinent, current information to the next provider of care (Responding).			N/A	S	N/A	N/A	N/A	S		S	S							
c. Use appropriate medical terminology in verbal and written communication (Responding).			N/A	S	N/A	N/A	S	S		S	S							
d. Report promptly and accurately any change in the status of the patient (Responding).			N/A	N/A	N/A	N/A	N/A	NA		S	S							
e. Communicate effectively with patients and families (Responding).			N/A	S	N/A	N/A	S	S		S	S							
f. Participate as an accountable health care team member in the provision of patient centered care (Responding).			N/A	S	N/A	N/A	S	S		S	S							
		NS	NS	NS	DC	BS	DC	DC		DC								

Comments

Week 4 objective 3 (e,f) – 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. Your experience in healthcare certainly helps with communication, however you were still in a new role which can cause some nerves. Your patient was tired and was not up for much communication, but you were still able to use your communication skills effectively to complete you vital sign assessment and respect his preference to rest. Great job! 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:			N/A	S	N/A	N/A	S	S		S	S							
a. Document vital signs and head to toe assessment according to policy (Responding).										S	S							
b. Document the patient response to nursing care provided (Responding).										S	S							
c. Access medical information of assigned patient in Electronic Medical Record (Responding).			N/A	S	N/A	N/A	S	S		S	S							
d. Demonstrate beginning skill in accessing patient education material on intranet (Responding).		S	N/A	N/A	N/A	N/A	S	S		S	S							
e. Provide basic patient education with accurate electronic documentation (Responding).										S	S							
f. Consistently and appropriately post comments for clinical discussion groups on Edvance360 website (Reflection).											S							
*Week 2 – Meditech 6.1		NS	NS	NS	DC	BS	DC	DC										

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 4 objective 4 (a,c) – You were able to gain experience accessing medical information in an electronic health record (HER) in the live environment for the first time as a student nurse. 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:			N/A	S	N/A	N/A	S	S		S	S							
a. Demonstrate correct body mechanics and practices safety measures during the provision of patient care (Responding).			N/A	S	N/A	N/A	S	S		S	S							
b. Apply the principles of asepsis and standard/infection control precautions (Responding).			N/A	S	N/A	N/A	S	S		S	S							
c. Demonstrates appropriate skill with foley catheter insertion, maintenance, and removal (Responding).										S- NA	S							
d. Manage basic patient care situations with evidence of preparation and beginning dexterity (Responding).			N/A	S	N/A	N/A	S	S		S	S							
e. Organize time providing patient care efficiently and safely (Responding).			N/A	S	N/A	N/A	S	S		S	S							
f. Manages hygiene needs of assigned patient (Responding).										S	S							
g. Demonstrate appropriate skill with wound care (Responding).											NA							
h. Document the location of fire pull stations and fire extinguishers. ** (Interpreting).						N/A	S	S										
		NS	NS	NS	DC	BS	DC	DC		DC								

Comments

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

Week 7 OBJ. 5 h. FIRE EXTINGUISHER LEFT OF NURSING STATION, PULL STATION TO THE RIGHT OF NURSING STATION.

Week 4 objective 5 (b,e) – Good 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)																		
		NS	NS	NS	DC	BS	DC	DC		DC								

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		NS	NS	NS	DC	BS	DC	DC		DC								

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

**** 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 8 (f) – This competency was changed to “NI” for “responsibility” due to the clinical tool being submitted late for week 3 after the appropriate due date/time of Saturday 9/14/19 at 2200. Remember, the clinical tool will be due each Saturday at 2200 for the rest of the semester. It may be a good idea to set a recurring alarm on your phone to remind yourself each week to avoid being late again in the future. If you have any questions, please let me know! NS

Week 4 Obj. 8 Comp. A – My strength was to avoid answering call lights as well as other patient care that I have not been checked off on yet. Although it may seem odd to note avoiding patient care as a strength, in the case I agree! As we talked about, it will be important for you to change your mindset from the role on an orderly to the role of a student nurse. Previous healthcare experience has its advantages and disadvantages. It seems like you are doing well with separating the two roles and focusing on being a student. As we progress in the semester, you will get the opportunity to advance in the type of patient care that can be provided, and I have no doubt you will do a great job. Keep up the hard work! NS

Week 4 Obj. 8 Comp B – An area for self-growth this week would be to try and count respirations and patterns as well as depth. Great job using self-reflection to identify an area for self-growth. Your assessment skills are beginning to develop, and will continue to improve with each experience. Assessing a patient's respirations can be difficult. If you are having difficulty visualizing the respirations, you can try placing your hand on the patient's chest so that you can feel the chest rise and fall. This will also give you a feel for the depth as well. 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. Great job this week! NS

*End-of-Program Student Learning Outcomes

Week 7 8a. – My strength this week was to thoroughly check patient's chart before and after visiting patient to further understand my patient's situation. You did a great job starting to put together the ‘big picture’ of the patient. This helped with your assessment and documentation. During the computer lab, you noticed and investigated different abnormal labs of the patient and were able to connect these values with the patient's condition. Keep up the good work! DC

Week 7 8b. – An area for self-growth this week would be to chart my documentation better before I click “exit and save”. This will prevent me from having to go back and edit my charting. To fix this in the future I will double check my documentation prior to submitting. That is a good habit to start now. Often, we can feel rushed and forget to save our documentation. Taking those couple extra seconds will help to ensure that your documentation is saved and that you are avoiding having to take more time to document. DC

Week 9 8a. – My strength for this week was connecting with my patient on a personal level. This allowed me to have more patience with my patient as well as making the time spent in the room more enjoyable for myself as well as my patient! Good job. You also did well correlating the patient diagnosis, surgery, their previous signs and symptoms, etc. DC

Week 9 8b. – My area for improvement for this week is understanding the words used on a post op floor such as 4 North. To improve this I will try and diversify myself as well as my word usage to try and make report more understanding and seamless. Learning the language of post-op can be challenging, especially if you are used to working on medical floors. Utilize UpToDate, Micromedex and Skyscape to help identify and research these new terms. I would also highly recommend discussing them with the other nurses on the floor due to their experience in this area. DC

Week 10 8b. My strength this week would be being comfortable with hearing and using the terminology on the post op floor especially during report. My area for improvement this week would be becoming more comfortable with the report sheet and the flow of report given. To improve this I will review the report sheet before clinical each week to make my self more comfortable during report.

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 13-18 = Needs improvement care plan <13 = Unsatisfactory care plan	Total Points for entire Care plan = Comments:

Week 12 or 13:

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: Austin Hartz _____