

**EVALUATION OF CLINICAL PERFORMANCE TOOL
Advanced Medical Surgical Nursing- 2020**

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

Student:

Final Grade: ~~Satisfactory/Unsatisfactory~~

Semester: Spring

Date of Completion:

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

Faculty eSignature:

Teaching Assistant: Brittany Schuster, BSN, RN

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:

ABSENCE (Refer to Attendance Policy)

Clinical Assignments
Completion of Patient Care
Meditech Documentation
Observation of Clinical Performance
Evaluation of Clinical Performance Tool

Date	Number of Hours	Comments	Make Up (Date/Time)
1/15/2020 BSc	2	Left during clinical for court meeting	TBD

Onsite Clinical Debriefing Clinical Discussion Rubric Preceptor Feedback Nursing Care Plan Rubric Skills Lab Checklists/ Competency Tool Lasater Clinical Judgment Rubric Virtual simulation scenarios				
	Initials	Faculty Name		
	FB	Frances Brennan, MSN, RN		
	CP	Carmen Patterson, MSN, RN		
	AR	Amy Rockwell, MSN, RN		
	BS	Brian Seitz, MSN, RN		
	BSc	Brittany Schuster, BSN, 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: a. Manage complex patient care situations with evidence of preparation and organization.	S																
b. Assess comprehensively as indicated by patient needs and circumstances.	S																
c. Respect patient and family perspectives, values, and diversity when planning, giving, and adapting care.	S																
d. Evaluate patient's response to nursing interventions.	S																
e. Interpret cardiac rhythm; determine rate and measurements	S																
f. Administer medications observing the six rights of	S																

*End-of- Program Student Learning Outcomes

medication administration.																	
g. Perform venipuncture skill with beginning dexterity and evidence of preparation.	NA																
h. Respond appropriately to equipment alarms; IV pumps, ECG monitors, ventilators, etc.	S																
Faculty Initials	BSc																
Clinical Location	4P FRMC																

Comments:

Week 2-1(f) You did a great job administering all of your medications in clinical this week. You observed all the six rights of medication administration, and you were very well prepared. My only advice would be to slow down a little bit during your med pass to ensure you do not accidentally make a mistake. You appeared to be rushing a little bit on Tuesday. BSc

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																

*End-of- Program Student Learning Outcomes

<p>a. among disease process, patient's history, patient symptoms, and present condition utilizing clinical judgment skills. CC (noticing, interpreting, responding)</p>	<p>NA</p>																
<p>b. Monitor for potential risks and anticipate possible early complications. CC (noticing, interpreting, responding)</p>	<p>S</p>																
<p>c. Recognize changes in patient status and take appropriate action. (noticing, interpreting, responding)</p>	<p>S</p>																
<p>d. Formulate a prioritized nursing care plan utilizing clinical judgment skills. CC (noticing, interpreting, responding, reflecting)</p>	<p>S</p>																
<p>e. Development of clinical judgment in high-fidelity simulation scenarios. (Noticing, Interpreting, Responding, Reflecting)</p>																	
<p>f. Incorporate the ABCDEF Standardized Bundle of interventions for assigned patient. CC (noticing,</p>	<p>NA</p>																

interpreting, responding)																	
Faculty Initials	BSc																

Comments:

Week 2-2(a) This competency has been changed to “NA” because you did not complete the pathophysiology for your CDG this week. When you complete this in the weeks to come, you will become satisfactory in this competency. BSc

Week 2-2(d) Great job formulating a care plan for your patient this week. Please see the Care Plan Rubric at the end of this document for my feedback. BSc

2e. See Clinical Simulation Rubric at the end of this document.

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: a. Critique communication barriers among team members (Preceptorship)	NA																
b. Participate in QI, core measures, monitoring standards and	S																

*End-of- Program Student Learning Outcomes

documentation.																	
c. Discuss strategies to achieve fiscal responsibility in clinical practice.	S																
d. Clarify roles & accountability of team members related to delegation. (Preceptorship)	NA																
e. Determine the priority patient from assigned patient population. (Preceptorship)	NA																
Faculty Initials	BSc																

Comments:

Week 2-3(c) Rachel, you did a great job ensuring you used the PAR system appropriately when obtaining care items for your patient this week in clinical. This is just one important way to ensure fiscal responsibility in clinical practice. BSc

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																
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.	NA																
c. Exhibit professional behavior in appearance, responsibility, integrity and respect.	S																
Faculty Initials	BSc																

Comments:

*End-of- Program Student Learning Outcomes

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: a. Reflect on your overall performance in the clinical area for the week.	S																
b. Demonstrate initiative in seeking new learning opportunities.	S																
c. Describe factors that create a culture of safety (error reporting,	S																

*End-of- Program Student Learning Outcomes

communication, & standardization, etc.).																	
d. Perform Standard Precautions.	S																
e. Practice use of standardized EBP tools that support safety and quality.	S																
Faculty Initials	BSc																

Comments:

Week 2-5(e) You actively participated in our debriefing session in which we discussed this competency. Great job! BSc

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

*End-of- Program Student Learning Outcomes

f.	Consistently and appropriately posts in clinical discussion groups.	S U																
	Faculty Initials	BSc																

Comments:

Week 2-6(e) Rachel, you did a great job overall with all of your documentation this week in clinical. There were some minor areas in which we discussed that needed to be changed, and you did a great job incorporating my feedback from Tuesday and applying it to your documentation on Wednesday. Keep up all your hard work! BSc

Week 2-6(f) Unfortunately, I had to change this competency to a “U” because you did not include an in-text citation or a reference within your CDG. Per the CDG rubric, students must support their opinions with data, articles, or textbooks and include both an in-text citation and reference in order to be graded satisfactory. Remember, a “U” in a competency must be addressed in writing by the student in the Evaluation of Clinical Performance tool the following week. The student response must include how the competency has been or will be met at a satisfactory level. BSc

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)*

*End-of- Program Student Learning Outcomes

Weeks of Course:	2	3	4	5	6	7	8	Make up	Midterm	9	10	11	12	13	14	Make up	Final
Competencies:	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.	NA																
c. Comply with the FRMCSN "Student Code of Conduct Policy."	S																
e. Incorporate the core values of caring, diversity, excellence, integrity, and "ACE"-attitude, commitment, and enthusiasm during all clinical interactions.	S																
Faculty Initials	BSc																

Comments:

Skills Lab Evaluation Tool
 AMSN
 2020

Skills Lab Competency Evaluation	Lab Skills									
	IV Start (1,3,4 ,6)*	Blood Admin. /IV Pumps (1,2,3, 4,5,6)*	Prior itizat ion/ Dele gatio n (1,2,3,4, 5,6)*	Cri tica l Ca re Me dit ech Do cu me nt (1,2,3 ,4,5,6)*	Ph ysi ci an O rd er s (1,2 ,3,4, 5,6) *	Re su sci tat ion (1, 3, 6, 7) *	Ce ntr al Lin e/B loo d Dr aw/ Por ts/I V Pus h (1,2,3 ,4,6)*	H ea d to e As se ss m en t (1,2 ,6)*	E C G/ Te le m et ry Pl ac e m en ts/ C T (1,6)*	E C G M ea su re m en ts (1.2 .4.5. 6)*
Performance Codes: S: Satisfactory U:Unsatisfactory										
	Date: 1/7/20	Date: 1/7/20	Date: 1/9/20	Date: 1/9/20	Date: 1/9/20	Date: 1/9/20	Date: 1/10/20	Date: 1/10/20	Date: 1/10/20	Date: 1/10/20
Evaluation:	S	S	S	S	S	S	S	U	S	S
Faculty Initials	AR/BS/ CP/BSc	FB	CP	FB	BS/BSc	AR	FB/CP	BS	BS/BSc	AR
Remediation: Date/Evaluation/Initi als								1/13/2020 S AR		
*Course Objectives										

*End-of- Program Student Learning Outcomes

Comments:

IV Start: Satisfactory participation in the IV Start lab, including practice with technique, initiation and discontinuation of IV site, and placement of IV dressing. AR/BS/CP/BSc

Blood Admin/IV Pumps: Satisfactory participation practice with blood administration safety checks. Great job with priming tubing, secondary IV medication pump set up, and the use of the IV drug dose library. FB

Prioritization/Delegation: You have successfully completed your skills lab for delegation and prioritization. You satisfactorily prioritized care for multiple patients using multiple methods (i.e. Maslow's hierarchy of needs, ABC, and ABCD methods). 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 Documentation: Satisfactory completion of assessment documentation including physical re-assessment, safety and fall assessment, RN mechanical ventilator assessment, IV location assessment, and documentation editing. Great job! FB

Physician Orders: Satisfactory completion of physician order labs utilizing SBAR communication and taking orders over the phone. Good job! BS/BSc

Resuscitation: Satisfactory participation in the practice of Hands-Only CPR, ventilation with bag- valve mask/Ambu bag, and review of crash cart and Code Blue team duties and documentation. AR

Central Line Dressing Change: Satisfactory central line dressing change using proper technique, as well as line flushing. FB

Blood Draw, Ports: You were satisfactory in accessing an Infusaport device. You also satisfactorily demonstrated proper technique for CVAD cap change and satisfactorily demonstrated how to draw blood from a CVAD per hospital policy. CP

IV Push: Great job with reconstitution of powder with NS, and medication administration. FB

Head to Toe Assessment: More than two prompts required to complete Head-to-toe assessment. Several aspects not covered. Second attempt scheduled for Monday 1/13/20. BS
1/13/20: Satisfactory completion of Head to Toe Assessment during remediation observation. One prompt was need regarding the correct name of "aortic" heart valve area and "posterior tibial" pulses. You completed the assessment in a

systematic manner and had excellent “patient” communication throughout. AR

ECG/Telemetry Placements/CT: Satisfactory participation with review of monitoring tutorial and placement of ECG/Telemetry patches and leads; satisfactory participation in review of Chest Tube/Atrium tutorial. BS/BSc

ECG Measurements: Satisfactory participation in and practice of ECG measurements during the ECG Measurements Lab. You accurately measured and interpreted a 6-second rhythm strip for Normal Sinus Rhythm. Great job! AR

Nursing Care Plan Grading Tool
AMSN
2020

Student Name: Rachel Scranton

Clinical Date: 1/14-1/15/2020

*End-of- Program Student Learning Outcomes

Objective # 6: Develop patient-centered plans of care utilizing the nursing process. (3,4,5,6,7)*	Ineffective Tissue Perfusion R/T a decrease in blood circulation to the bilateral lower extremities
**Nursing care plan not appropriate to patient situation = 0 and automatic unsatisfactory rating	Total Points Comments
Nursing Diagnosis: (3 points) Problem Statement (1)-1 Etiology (1)-1 Defining Characteristics (1)-1	Total Points: 3 Comments: Great job formulating an appropriate nursing diagnosis for your patient. Your defining characteristics are well done and specific as well. BSc
Goal and Outcome (6 points total) Goal Statement (1 point)-1/2 Outcome: Specific (1)-1 Measurable (1)-1/2 Attainable (1)-1 Realistic (1)-1 Time Frame (1)-1	Total Points: 5 Comments: For your goal statement, this should be a positive form of your nursing diagnosis. Therefore, you would want to state "After 10 days of nursing care, patient will have effective tissue perfusion." Your outcomes were nicely done and SMART, however, stating "Evidence of effective peripheral wound healing" is not measurable. How can we state this in a way that can be measured? Overall, very nice job! BSc
Nursing Interventions: (8 points total) Prioritized (1)-1/2 What (1)-1 How Often (1)-1/2 When (1)-1 Individualized (1)-1 Realistic (1)-1 Rationale (1)-1 All pertinent interventions listed (1)-1	Total Points: 7 Comments: Rachel, great job developing your nursing interventions. Overall, these were very well done. Looking at prioritization of these nursing interventions, do you think it would be appropriate to prioritize your pain assessment before turning and repositioning the patient? Thinking about the amount of pain your patient was in, do you think she would be willing to turn and move if her pain is not controlled first? Additionally, for your first nursing intervention, in order to be more specific for "how often" you should state "Administer oxygen therapy as ordered and PRN to maintain SpO2 of 94% or greater on room air (0800, 1200, 1600, 2000, 0000 etc)." Overall, excellent job! BSc
Evaluation: (5 points total) Date (1)-1 Goal Met/partially/unmet (1)-1/2 Defining characteristics (1)-0 Plan to continue//modify/terminate (1)-1/2	Total Points: 3 Comments: Rachel, for your evaluation section of the care plan you are evaluating your outcomes not your nursing interventions. Additionally, there should be one generalized statement at the top of this section stating

<p>Signature (1)-1</p>	<p>whether or not your goal was met, not met, or partially met. Then you would evaluate each of your outcomes below this, make a statement regarding whether you are continuing with your plan of care, modifying, or terminating, and then include your signature. There is not a separate goal met/partially/unmet statement for each outcome. Please let me know if you need further clarification on this. BSc</p>
<p>Total possible points = 22 18-22 = Satisfactory care plan 17-14 = Needs improvement care plan <13 = Unsatisfactory care plan</p>	<p>Total Points for entire Care plan = 18</p> <p>Comments: Satisfactory care plan. Please review your Nursing Care Plan Guidelines regarding the evaluation section of your care plan. Overall, you did a very nice job. BSc</p>

Firelands Regional Medical Center School of Nursing
 Advanced Medical Surgical Nursing 2020
 Simulation Evaluations

<u>vSim Evaluation</u>						
Performance Codes: S: Satisfactory	Rachael Heidebrink (Pharmacology) (1, 2, 6, 7)*	Junetta Cooper (Pharmacology) (1, 2, 6, 7)*	Mary Richards (Pharmacology) (1, 2, 6, 7)*	Lloyd Bennett (Medical-Surgical) (1, 2, 6, 7)*	Kenneth Bronson (Medical-Surgical) (1, 2, 6, 7)*	Carl Shapiro (Pharmacology) (1, 2, 6, 7)*

*End-of- Program Student Learning Outcomes

U: Unsatisfactory	Date: 2/14/20	Date: 2/28/20	Date: 3/13/20	Date: 3/20/20	Date: 3/26/20	Date: 4/9/20
Evaluation						
Faculty Initials						
Remediation: Date/Evaluation/Initials						

* Course Objectives

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*End-of- Program Student Learning Outcomes

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:

AR 12/20/19