EVALUATION OF CLINICAL PERFORMANCE TOOL
Medical Surgical Nursing – 2020

Firelands Regional Medical Center School of Nursing
Sandusky, Ohio

Student:

Jillian Hess

Semester:

Final Grade: **Satisfactory/Unsatisfactory**

Date of Completion:

Faculty: **Dawn Wikel,** MSN, RN, CNE; **Lora Malfara**, MSN, RN; **Kelly Ammanniti,** MSN, RN

Faculty eSignature:

Teaching Assistant: **Devon Cutnaw,** BSN, RN; **Monica Dunbar,** BSN, RN;
Nick Simonovich, BSN, RN; **Liz Woodyard,** BSN, RN, CRN

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 Competency Tool & Skills Checklists
Simulation, Prebriefing, Debriefing, & Reflection Journals
Nursing Care Plan Rubric
Meditech Documentation
Clinical Debriefing
Clinical Discussion Group Grading Rubric
Evaluation of Clinical Performance Tool
Lasater's Clinical Judgment Rubric & Scoring Sheet
Virtual Simulation Scenarios

ABSENCE (Refer to Attendance Policy)

Date	Number of Hours	Comments	Make-up (/Date/Time)

Faculty's Name	Initials
Kelly Ammanniti	**KA**
Devon Cutnaw	**DC**
Monica Dunbar	**MD**
Lora Malfara	**LM**
Nick Simonovich	**NS**
Dawn Wikel	**DW**
Liz Woodyard	**EW**

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/clients/others, unable to function, incomplete, erroneous, faulty, illegible clinical written work, no feedback sought from instructor 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 or faculty member's initials.

Date	Care Plan Diagnosis	Evaluation & Instructor Initials	Remediation & Instructor Initials	Remediation & Instructor Initials

Note: Students are required to submit two satisfactory care plans over the course of the semester. If the care plan is not evaluated as satisfactory upon initial submission, the student may revise the care plan based on instructor feedback/remediation and resubmit until satisfactory. At least one care plan must be submitted prior to midterm.

Objective

1. Illustrate correlations to demonstrate the pathophysiological alterations in adult patients with medical-surgical problems.   (2,3,4,5)*

Weeks of the Course	1	2	3	4	5	6	7	8	Midterm	9	10	11	12	13	14	Make Up	MakeUp	Final
Competencies: a. Analyze the involved patho-physiology of the patient's disease process. (Interpreting)			S															
b. Correlate patient's symptoms with the patient's disease process. (Interpreting)			S															
c. Correlate diagnostic tests with the patient's disease process. (Interpreting)			S															
d. Correlate pharmacotherapy in relation to the patient's disease process. (Interpreting)			S															
e. Correlate medical treatment in relation to the patient's disease process. (Interpreting)			S															
f. Correlate the nutritional needs in relation to patient's disease process. (Interpreting)			S															
g. Assess developmental stages of assigned patients. (Interpreting)			S															
h. Demonstrate evidence of research in being prepared for clinical. (Noticing)	S		S															
Indicate your clinical site as well as your patient's age and primary medical diagnosis in this box weekly.	Meditech, FSBS, D/C IV, IV Pump Sessions		3T, 55, Pancreatitis.															
Instructors Initials	**DC**																	

Comments:

Objective

2. Perform physical assessments as a method for determining deviations from normal. (3,4,5)*

Weeks of the Course	1	2	3	4	5	6	7	8	Midterm	9	10	11	12	13	14	Make Up	MakeUp	Final
Competencies: a. Perform inspection, palpation, percussion, and auscultation in the physical assessment of assigned patient. (Responding)			S															
b. Conduct a fall assessment and implement appropriate precautions. (Responding)			S															
c. Conduct a skin risk assessment and implement appropriate precautions and care. (Responding)			S															
d. Communicate physical assessment. Responding)			S															
e. Analyze appropriate assessment skills for the patient's disease process. (Interpreting)			S															
f. Demonstrate skill in accessing electronic information and documenting patient care. (Responding)	S		S															
	DC																	

Comments:

*End-of-Program Student Learning Outcomes
Clinical Judgment Terminology: Noticing, Interpreting, Responding, Reflecting

Objective

3. Execute safety precautions in the implementation of quality, patient-centered care and evidence-based nursing interventions.   (2,3,4,5,8)*

Weeks of the Course	1	2	3	4	5	6	7	8	Midterm	9	10	11	12	13	14	Make Up	MakeUp	Final
Competencies:																		
a. Perform standard precautions. (Responding)	S		S															
b. Demonstrate nursing measures skillfully and safely. (Responding)	S		S															
c. Demonstrate promptness and ability to organize nursing care effectively. (Responding)			S															
d. Appropriately prioritizes nursing care. (Responding)			S															
e. Recognize the need for assistance. (Interpreting)			S															
f. Apply the principles of asepsis where indicated. (Responding)	S		S															
g. Implement the appropriate DVT prophylaxis interventions based on assessment and physicians orders. (Responding)			S															
h. Identify the role of evidence in determining best nursing practice. (Interpreting)			S															
i. Identify recommendations for change through team collaboration. (Interpreting)			S															
	DC																	

Comments:

*End-of-Program Student Learning Outcomes
Clinical Judgment Terminology: Noticing, Interpreting, Responding, Reflecting

Objective

3. Execute safety precautions in the implementation of quality, patient-centered care and evidence-based nursing interventions.   (2,3,4,5,8)*

Weeks of the Course	1	2	3	4	5	6	7	8	Midterm	9	10	11	12	13	14	Make Up	MakeUp	Final
Competencies:																		
j. Administer PO, SQ, IM, or ID medications observing the rights of medication administration. (Responding)			S															
k. Calculate medication doses accurately. (Responding)			S															
l. Administer IV therapy, piggybacks and/or adding solution to a continuous infusion line. (Responding)			S															
m. Regulate IV flow rate. (Responding)	S		S															
n. Flush saline lock. (Responding)			NA															
o. D/C an IV. (Responding)	S		NA															
p. Monitor an IV. (Responding)			S															
q. Perform FSBS with appropriate interventions. (Responding)	S		NA															
	DC																	

Comments:

*End-of-Program Student Learning Outcomes
Clinical Judgment Terminology: Noticing, Interpreting, Responding, Reflecting

Objective

4. Use therapeutic communication techniques to establish a baseline for nursing decisions. (1,5,7)*

Weeks of the Course	1	2	3	4	5	6	7	8	Midterm	9	10	11	12	13	14	Make Up	MakeUp	Final
Competencies: a. Integrate professionally appropriate and therapeutic communication skills in interactions with patients, families, and significant others. (Responding)			S															
b. Communicate professionally and collaboratively with members of the healthcare team. (Responding)			S															
c. Report promptly and accurately any change in the status of the patient. (Responding)			S															
d. Maintain confidentiality of patient health and medical information. (Responding)			S															
e. Consistently and appropriately post comments in clinical discussion groups. (Reflecting)			S															
f. Obtain report, from previous care giver, at the beginning of the clinical day. (Noticing)			S															
g. Provide a clear, organized hand-off report to your patient's next provider of care. (Responding)			S															

Comments:

*End-of-Program Student Learning Outcomes
Clinical Judgment Terminology: Noticing, Interpreting, Responding, Reflecting

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Objective

5. Implement patient education based on teaching needs of patients and/or significant others.   (1,6)*

Weeks of the Course	1	2	3	4	5	6	7	8	Midterm	9	10	11	12	13	14	Make Up	MakeUp	Final
Competencies: **a. Describe a teaching need of your patient.** (Reflecting)			S															
b. Utilize appropriate termino- logy and resources when providing patient education. (Responding)			S															
c. Evaluate health-related information on the intranet. (Responding)			S															

5a- You must address this competency in the comments on a weekly basis. For clinicals on 3T, 3N, 4N, or Rehab- describe the patient education you provided; be specific. For clinicals on alternative sites- describe a teaching need you identified.

Comments:
I educated patient on diet choices because of her diagnosis of pancreatitis and patient has celiac.

*End-of-Program Student Learning Outcomes
Clinical Judgment Terminology: Noticing, Interpreting, Responding, Reflecting

Objective

6. Implement patient-centered plans of care utilizing the nursing process and clinical judgment. (2,3,4,5)*

Weeks of the Course	1	2	3	4	5	6	7	8	Midterm	9	10	11	12	13	14	Make Up	MakeUp	Final
a. Develop and implement a priority care plan utilizing the nursing process and clinical judgment. (Noticing, Interpreting, Responding, Reflecting)			S															
b. Development of clinical judgment in high-fidelity simulation scenarios. (Noticing, Interpreting, Responding, Reflecting)																		

Comments:

See Care Plan Grading Rubrics below.

Week 8- See Simulation Scoring Sheet below.

Week 13- See Simulation Scoring Sheet below.

*End-of-Program Student Learning Outcomes
Clinical Judgment Terminology: Noticing, Interpreting, Responding, Reflecting

Objective # 6a: Implement patient-centered plans of care utilizing the nursing process and clinical judgment. (2,3,4,5)*	**Students Name:** **Date:**
**Nursing care plan not appropriate to patient situation = 0 and automatic unsatisfactory rating	**Nursing Diagnosis:**

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)
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 17-14 = Needs improvement care plan $\leq$ 13 = Unsatisfactory care plan	Total Points for entire care plan = Comments:

Objective # 6a: Implement patient-centered plans of care utilizing the nursing process and clinical judgment. (2,3,4,5)*	**Students Name:** **Date:**
**Nursing care plan not appropriate to patient situation = 0 and automatic unsatisfactory rating	**Nursing Diagnosis:**

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)
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 17-14 = Needs improvement care plan ≤ 13 = Unsatisfactory care plan	Total Points for entire care plan = Comments:

Objective

7. Illustrate professional conduct including self-examination, responsibility for learning, and goal setting.   (7)*

Weeks of the Course	1	2	3	4	5	6	7	8	Midterm	9	10	11	12	13	14	Make Up	MakeUp	Final
a. **Reflect on an area of strength. ** (Reflecting)	S		S															
b. **Reflect on an area for improvement and set a goal to meet this need.**** (Reflecting)	S		S															
c. Demonstrate evidence of growth, initiative, and self-confidence. (Responding)	S		S															
d. Follow the standards outlined in the FRMCSN Student Code of Conduct Policy. (Responding)	S		S															
e. Incorporate the core values of caring, diversity, excellence, integrity, and "ACE"-attitude, commitment, and enthusiasm during all clinical interactions. (Responding)	S		S															
f. Exhibit professional behavior i.e. appearance, responsibility, integrity, and respect. (Responding)	S		S															
g. Demonstrate the ability to give and receive constructive feedback. (Responding)	S		S															
h. Actively engage in self-reflection. (Reflecting)	S		S															
	DC																	

==**7a and 7b: You must address these competencies in the comments section on a weekly basis. Please write a different comment each week. Remember that a goal includes what you will do to improve, how often you will do it, and when you will do it by (example- "I had trouble remembering to do the three checks of the six medication rights prior to administering medications. I will review the six rights and medication administration content in the textbook twice before the next clinical. Additionally, I will request to meet with my clinical faculty member to practice preparing and administering at least three medications before the next clinical."==
Comments:

Objective 7a week 1: I think I did good coming to FSBS lab prepared and knowing the steps by going over the hospital policy.

*End-of-Program Student Learning Outcomes
Clinical Judgment Terminology: Noticing, Interpreting, Responding, Reflecting

Objective 7b week 1: I think I need to improve on the steps and policy for insulin. I can do this by going over the video and policy more on edvance360 before our first clinical on 1/22/20.

Objective 7a week 3: I had good time management on both days during clinicals this week.
Objective 7b week 3: I think I need to improve on IV fluid documentation. I can improve by going over what we learned in lab before clinicals next week.

Firelands Regional Medical Center School of Nursing
Medical Surgical Nursing 2020
Skills Lab Competency Tool

Skills Lab Competency Evaluation Performance Codes: **S**: Satisfactory **U**:Unsatisfactory	Lab Skills							
	Week 1	Week 1	Week 1	Week 1	Week 1	Week 2	Week 3	Week 10
	IV Math (3,7)*	**Assessment** (2,3,4,5,7)*	**Insulin** (2,3,5,7)*	**Lab Day** (1,2,3,4,5,6,7)*	**IV Skills** (2,3,5,7)*	**Trach** (1,2,3,4,5,6,7)*	**EBP** (3,7)*	**Lab Day** (1,2,3,4,5,6,7)*
	Date: 1/6 & 1/8/20	**Date:** 1/7/20	**Date:** 1/7/20	**Date:** 1/9/20	**Date:** 1/10/20	**Date:** 1/15/20	**Date:** 1/21/20	**Date:** 3/20/20
Evaluation:	S	S	S	S	S	S		
Instructor Initials	DC	DC	DC	DC	DC	DC		
Remediation: **Date/Evaluation/Initials**	NA	NA	NA	NA	NA	NA		

*Course Objectives

Comments:

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

vSim Evaluation Peformance Codes: **S**: Satisfactory **U**: Unsatisfactory	vSim					
	edical-Surgical)Vincent Brody	6)Juan Carlos (Pharmacology)	ical-Surgical)Marilyn Hughes	dical-Surgical)Stan Checketts	Harry Hadley *1, 2, 3, 4, 5, 6) (Pharmacology)	4, 5, 6)(Pharmacology)Yoa Li
	Date: **1/27/20**	**Date:** **2/10/20**	**Date:** **2/24/20**	**Date:** **4/13/20**	**Date:** **4/23/20**	**Date:** **4/27/20**
Evaluation						
Faculty Initials						
Remediation: **Date/Evaluation/Initials**						

* Course Objectives

EVALUATION OF CLINICAL PERFORMANCE TOOL
Medical Surgical Nursing – 2020

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 and Date:

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lm 12/16/19