

EVALUATION OF CLINICAL PERFORMANCE TOOL
Advanced Medical Surgical Nursing- 2020

Firelands Regional Medical Center School of Nursing
Sandusky, Ohio

Student:
Semester:

Final Grade: Satisfactory/Unsatisfactory

Date of Completion:

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

Clinical Assignments
Completion of Patient Care
Meditech Documentation
Observation of Clinical Performance
Evaluation of Clinical Performance Tool
Onsite Clinical Debriefing
Clinical Discussion Rubric
Preceptor Feedback
Nursing Care Plan Rubric
Skills Lab Checklists/ Competency Tool
Lasater Clinical Judgment Rubric
Virtual simulation scenarios

ABSENCE (Refer to Attendance Policy)

Date	Number of Hours	Comments	Make Up (Date/Time)
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:	S	S															
a. Manage complex patient care situations with evidence of preparation and organization.	S	S															
b. Assess comprehensively as indicated by patient needs and circumstances.	S	S															
c. Respect patient and family perspectives, values, and diversity when planning, giving, and adapting care.	S	S															
d. Evaluate patient's response to nursing interventions.	S	S															
e. Interpret cardiac rhythm; determine rate and measurements	S	S															
f. Administer medications observing the six rights of medication administration.	S	S															
g. Perform venipuncture skill with beginning dexterity and evidence of preparation.	NA	NA															
h. Respond appropriately to equipment alarms; IV pumps, ECG monitors, ventilators, etc.	S	S															
Faculty Initials	BS	BSc															
onClinical	4C	4P															

Comments:

Week 2- 1 a,b,f- Nice job assessing and managing care for your Critical Care patient. Nice job also with medication administration. BS

Week 3-1(f) You did a great job administering your medications this week in clinical. Remember that medications are always going to be a priority nursing intervention to be completed, and it needs to be done in a timely manner. Therefore, we talked about the importance of delegating tasks to the unlicensed assistive personnel when needed to ensure this is happening. You also did a very nice job completing a line draw off of the patient's Infusaport as well. 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	S															
a. Correlate relationships among disease process, patient's history, patient symptoms, and present condition utilizing clinical judgment skills. CC (noticing, interpreting, responding)																	
b. Monitor for potential risks and anticipate possible early complications. CC (noticing, interpreting, responding)	S	S															
c. Recognize changes in patient status and take appropriate action. (noticing, interpreting, responding)	S	S															
d. Formulate a prioritized nursing care plan utilizing clinical judgment skills. CC (noticing, interpreting, responding, reflecting)	NA	S															
e. Development of clinical judgment in high-fidelity simulation scenarios. (Noticing, Interpreting, Responding, Reflecting)																	
f. Incorporate the ABCDEF Standardized Bundle of interventions for assigned patient. CC (noticing, interpreting, responding)	S	NA															
Faculty Initials	BS	BSc															

Comments:

2d. See Care Plan Rubric at the end of this document.

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

*End-of- Program Student Learning Outcomes

Week 2- 2 f- Nice job describing your patient utilizing all components of the ABCDEF bundle! BS

Week 3-2(d) Great job formulating a prioritized nursing care plan for your patient this week. Please see the Care Plan Rubric at the end of this document for my feedback. BSc

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: c. Critique communication barriers among team members (Preceptorship)	NA	NA															
b. Participate in QI, core measures, monitoring standards and documentation.	S	S															
c. Discuss strategies to achieve fiscal responsibility in clinical practice.	S	S															
d. Clarify roles & accountability of team members related to delegation. (Preceptorship)	NA	NA															
e. Determine the priority patient from assigned patient population. (Preceptorship)	NA	NA															
Faculty Initials	BS	BSc															

Comments:

Week 3-3(c) Liz, 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	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.	S	S															
c. Exhibit professional behavior in appearance, responsibility, integrity and respect.	S	S															
Faculty Initials	BS	BSc															

Comments:

Week 2- 4 a,c- Good participation during post-clinical discussion. Professional behavior and appearance upheld at all times. BS

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:	S	S															
a. Reflect on your overall performance in the clinical area for the week.																	
b. Demonstrate initiative in seeking new learning opportunities.	S	S															
c. Describe factors that create a culture of safety (error reporting, communication, & standardization, etc.).	S	S															
d. Perform Standard Precautions.	S	S															
e. Practice use of standardized EBP tools that support safety and quality.	S	S															
Faculty Initials	BS	BSc															

Comments:

Week 2- 5 c,e- Good job discussing factors that create a culture of safety during post-clinical discussion and utilizing EBP tools/practices in the clinical setting. BS

Week 3-5(a) Liz, you did a great job actively participating in our debriefing sessions. During this time you reflected on your performance for the week and identified areas for growth. Great job! BSc

Week 3-5(e) Great job using the Morse Fall Scale this week in clinical to conduct a fall assessment on your patient and initiate and maintain the appropriate precautions. 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:	S	S															
a. Establish collaborative partnerships with patients, families, and coworkers.																	
b. Teach patients and families based on readiness to learn and discharge learning needs.	NA	S															
c. Collaborate with members of the healthcare team, patients, and families to achieve optimal patient outcomes.	S	S															
d. Deliver effective and concise hand-off reports.	NA	S															
e. Document interventions and medication administration correctly in the electronic medical record.	S	S															
f. Consistently and appropriately posts in clinical discussion groups.	S	S															
Faculty Initials	BS	BSc															

Comments:

Week 2- 6 c,e- Nice job interacting with patient/family and staff members. Nice job with documentation. BS

Week 3-6(e) You did a great job overall with all of your documentation this week in clinical. There were several 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

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)*

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

Comments:

Week 3-7(e) Liz, this week in clinical was very busy for you and I know you were very overwhelmed. It was a new environment, and you were dealing with a complex patient. Please know that there are many times as a nurse when you will get frustrated and feel overwhelmed. However, it is important to uphold a positive attitude at all times no matter how stressed out and overwhelmed you may feel. Unfortunately, on Tuesday I felt like you did not uphold an "ACE" attitude during all your interactions with your patient. Additionally, right before we went to lunch and I asked you to double check whether or not your patient needed insulin administered, you appeared very annoyed and aggravated with me for asking while walking into the patient's room. Just be mindful of your emotions in the clinical environment, as they can sometimes be misinterpreted by patients and other members of the health care team. With that being said, your attitude was much improved and very positive on Wednesday. You connected well with your patient, and communicated well with her as well. Keep that positive attitude with you, and be confident and everything you know. You will be a great nurse BSc.

Skills Lab Evaluation Tool
AMSN

2020

<u>Skills Lab Competency Evaluation</u> Performance Codes: S: Satisfactory U: Unsatisfactory	Lab Skills									
	(1,3,4,6)*IV Start	Blood Admin./IV Pumps (3,4,5,6)*	Delegation/Prioritization/	Critical Care Meditech Document	Physician Orders (3,4,5,6)*	Resuscitation (1,3,6,7)*	Central Line/Blood Draw/Ports/IV Push (4,6)*	Assessment/Head to Toe	ECG/Telemetry	ECG Measurements (5,6)*
	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	S	S	S
Faculty Initials	BS	BS	BS	BS	BS	BS	BS	BS	BS	BS
Remediation: Date/Evaluation/Initials										

***Course Objectives**

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/BS

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/BS

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 and 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: You are satisfactory for the head-to-toe assessment competency. Nice Job! BS

*End-of- Program Student Learning Outcomes/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/BS

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

Objective # 6: Develop patient-centered plans of care utilizing the nursing process. (3,4,5,6,7)*	Decreased Cardiac Output R/T Alteration in heart rate
**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!
Goal and Outcome (6 points total) Goal Statement (1 point)-1 Student Name: Elizabeth Gast Specific (1)-1 Measurable (1)-0 Attainable (1)-1 Realistic (1)-1 Time Frame (1)-1	Total Points: 5 Comments: Great job with your overall goal statement and outcome. Looking at your outcomes, remember these should be positive statements related to your defining characteristics. For example, it would have been appropriate for you to state "Absence of falls during hospital stay." You did not need to include any additional information with this statement because it made it unmeasurable. Additionally, "No signs of fatigue and able to stay awake for more than 10 minutes each half hour" is not a positive statement when you look at your defining characteristic related to this. You could state "Patient remains awake and does not need tactile stimuli to arouse when resting throughout the day." Just be careful about adding extra information into your outcome statements.
Nursing Interventions: (8 points total) Prioritized (1)-0 What (1)-1 How Often (1)-1 When (1)-1 Individualized (1)-1 Realistic (1)-1 Rationale (1)-1/2 All pertinent interventions listed (1)-0	Total Points: 5.5 Comments: Great job formulating appropriate nursing interventions for your patient. Do you feel it would be appropriate and a priority to also include a Cardiovascular Assessment every 4 hours for this patient? Being that your nursing diagnosis is decreased cardiac output, this intervention definitely should be included and it is high priority. Additionally, medication administration should always be considered high priority as well. Ambulating the patient to the bathroom is going to be of lower priority. In regards to your rationales, try to provide a little more detail and be specific. For example, how does Sotalol work to keep the patient's heart in normal sinus rhythm? What kind of changes are we looking for in the patient's rhythm that indicates an improvement or maybe a problem on the monitor? What kind of specific assessment pieces will we be monitoring for LOC changes?
Evaluation: (5 points total) Date (1)-1 Goal Met/partially/unmet (1)-1 Defining characteristics (1)-1/2 Plan to continue/modify/terminate (1)-1 Signature (1)-1 *End-of- Program Student Learning Outcomes	Total Points: 4.5 Comments: Great job with your evaluation section. Again, looking at your defining characteristics, there is some extra information incorporated into these statements that we do not need. Also, you omitted anything about the patient needing tactile stimulation or not for arousal.
Total possible points = 22 18-22 = Satisfactory care plan 17-14 = Needs improvement care plan 13-12 = Unsatisfactory care plan	Total Points for entire Care plan = 18/22 Comments: Satisfactory care plan. Please review your Nursing Care Plan Guidelines in relation to your outcome statements, nursing interventions, and evaluation section. I

Nursing Care Plan Grading Tool
AMSN
2020

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

<u>vSim Evaluation</u> Performance Codes: S: Satisfactory U: Unsatisfactory	gy)Rachael Heidebrink	acology)Junetta Cooper	acology)Mary Richards	Surgical)Lloyd Bennett	rgical)Kenneth Bronson	macology)Carl Shapiro
	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

EVALUATION OF CLINICAL PERFORMANCE TOOL
Advanced 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 & Date:

AR 12/20/19

*End-of- Program Student Learning Outcomes