



## 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.

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**\*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
1/24/2020	Impaired urinary elimination related to inflammation and infection of the urethra	S/LM	NA	NA

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.

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**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
<b>Competencies:</b>			S	S														
a. Analyze the involved pathophysiology of the patient's disease process. (Interpreting)			S	S														
b. Correlate patient's symptoms with the patient's disease process. (Interpreting)			S	S														
c. Correlate diagnostic tests with the patient's disease process. (Interpreting)			S	S														
d. Correlate pharmacotherapy in relation to the patient's disease process. (Interpreting)			S	S														
e. Correlate medical treatment in relation to the patient's disease process. (Interpreting)			S	S														
f. Correlate the nutritional needs in relation to patient's disease process. (Interpreting)			S	S														
g. Assess developmental stages of assigned patients. (Interpreting)			S	S														
h. Demonstrate evidence of research in being prepared for clinical. (Noticing)	S		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, 84, UTI	Digestive Health & ACC														
Instructors Initials	<b>DC</b>		<b>LM</b>	<b>MD</b>														

**Comments:**

**Week 3 (1b, d)- Shelby, you accurately correlated your patient's symptoms with his disease process this week. You also correlated the pharmacotherapy regimen to your patient's condition, as well. Great job! LM**

**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
<b>Competencies:</b>			S	S														
a. Perform inspection, palpation, percussion, and auscultation in the physical assessment of assigned patient. (Responding)			S	S														
b. Conduct a fall assessment and implement appropriate precautions. (Responding)			S	S														
c. Conduct a skin risk assessment and implement appropriate precautions and care. (Responding)			S	S														
d. Communicate physical assessment. (Responding)			S	S														
e. Analyze appropriate assessment skills for the patient's disease process. (Interpreting)			S	S														
f. Demonstrate skill in accessing electronic information and documenting patient care. (Responding)	S		S	S														
	<b>DC</b>		<b>LM</b>	<b>MD</b>														

**Comments:**

Week 3 (2a, b)- Shelby, you performed a physical assessment on your patient and noticed immediately that your patient's condition had declined rapidly, so you notified me and we assessed the patient together. You also conducted a thorough falls assessment on your patient and instituted the appropriate high fall risk protocol. Great job! LM

**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
<b>Competencies:</b>	S		S	S														
a. Perform standard precautions. (Responding)																		
b. Demonstrate nursing measures skillfully and safely. (Responding)	S		S	S														
c. Demonstrate promptness and ability to organize nursing care effectively. (Responding)			S	S														
d. Appropriately prioritizes nursing care. (Responding)			S	S														
e. Recognize the need for assistance. (Interpreting)			S	S														
f. Apply the principles of asepsis where indicated. (Responding)	S		S	S														
g. Implement the appropriate DVT prophylaxis interventions based on assessment and physicians orders. (Responding)			S	S														
h. Identify the role of evidence in determining best nursing practice. (Interpreting)			S	S														
i. Identify recommendations for change through team collaboration. (Interpreting)			S	S														
	<b>DC</b>		<b>LM</b>	<b>MD</b>														

**Comments:**

Week 3 (3b, d, e)- Shelby, you demonstrated nursing measures skillfully and safely on your patient this week. You prioritized your care appropriately and noticed immediately that your patient’s condition had declined rapidly, so you notified me and we assessed the patient together. Great job! LM

**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
<b>Competencies:</b>			S	NA														
j. Administer PO, SQ, IM, or ID medications observing the rights of medication administration. (Responding)			S	NA														
k. Calculate medication doses accurately. (Responding)			S	NA														
l. Administer IV therapy, piggybacks and/or adding solution to a continuous infusion line. (Responding)			NA	NA														
m. Regulate IV flow rate. (Responding)	S		NA	NA														
n. Flush saline lock. (Responding)			NA	NA														
o. D/C an IV. (Responding)	S		NA	NA														
p. Monitor an IV. (Responding)			S	S														
q. Perform FSBS with appropriate interventions. (Responding)	S		NA	NA														
	<b>DC</b>		<b>LM</b>	<b>MD</b>														

**Comments:**

Week 3 (3j, k, p)- Shelby, you administered oral medications appropriately. You utilized the 3 medication checks and 6 medication rights for your patient prior to medication administration. You crushed your patient's meds correctly. You calculated medication dosages correctly and monitored your patient's IV. Great job! LM

**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
<b>Competencies:</b>			S	S														
a. Integrate professionally appropriate and therapeutic communication skills in interactions with patients, families, and significant others. (Responding)																		
b. Communicate professionally and collaboratively with members of the healthcare team. (Responding)			S	S														
c. Report promptly and accurately any change in the status of the patient. (Responding)			S	S														
d. Maintain confidentiality of patient health and medical information. (Responding)			S	S														
e. Consistently and appropriately post comments in clinical discussion groups. (Reflecting)			S	S														
f. Obtain report, from previous care giver, at the beginning of the clinical day. (Noticing)			S	S														
g. Provide a clear, organized hand-off report to your patient's next provider of care. (Responding)			S	S														
			LM	MD														

**Comments:**

Week 3 (4b, c, e)- Shelby, you did a great job communicating your patient's assessment findings with your nurse. You reported the findings in an expeditious manner due to your patient's declining condition and vital signs. Your CDG post for the week was detailed and thorough. You properly answered all of the required questions, including providing a reference and an in-text citation. You also responded appropriately to one of your peer's posts. Great job! LM

**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
<b>Competencies:</b>			S	S														
a. Describe a teaching need of your patient.** (Reflecting)			NI															
b. Utilize appropriate terminology and resources when providing patient education. (Responding)			S	S														
c. Evaluate health-related information on the intranet. (Responding)			S	S														
			LM	MD														

**\*\*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:**

Week 3- Shelby, please address this objective before Wednesday, 1/29/20, to avoid a "U". LM

**Week 3, Objective 5, Competency a:** My patient's vitals were constantly changing and very low for the most part. For example, he was on 2L of oxygen via nasal cannula but his SP02 was still only 90%. I advised my patient's nurse of this but she said that she wasn't worried about it since his baseline runs pretty low. Due to his low vitals, I educated my patient on changing positions slowly and carefully to lessen the possibility of dizziness and falling. My patient needed assistance with changing positions but we still made sure to take it slow. *Shelby, you did a great job recognizing that your patient's oxygen saturation was low and notified your nurse immediately. You were very conscientious about your patient's needs and health status. Great job! LM*

**Week 4, Objective 5, Competency a:** My clinicals this week were at Digestive Health and the ACC. I didn't provide any teaching at the ACC but teaching was very important at Digestive Health. Since it was more of an observation clinical for me I didn't get to do the teaching myself, but I listened to the nurses teach the colonoscopy and endoscopy patients about their procedures. In the teaching they included how long the procedure would take, what the procedure entails, and what the post op process is like. *Great! MD*

**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	NA														
b. Development of clinical judgment in high-fidelity simulation scenarios. (Noticing, Interpreting, Responding, Reflecting)																		
			LM	MD														

**Comments:**

See Care Plan Grading Rubrics below.

Week 8- See Simulation Scoring Sheet below.

Week 13- See Simulation Scoring Sheet below.

<p><b>Objective # 6a:</b> Implement patient-centered plans of care utilizing the nursing process and clinical judgment. (2,3,4,5)*</p>	<p><b>Students Name:</b> Shelby Jamison <b>Date:</b> 1/24/2020</p>
<p><b>**Nursing care plan not appropriate to patient situation = 0 and automatic unsatisfactory rating</b></p>	<p><b>Nursing Diagnosis:</b> Impaired urinary elimination related to inflammation and infection of the urethra</p>
<p>Nursing Diagnosis: (3 points total)          Problem Statement (1)          Etiology (1)          Defining Characteristics (1)</p>	<p>Total Points 3          Comments: Shelby, you provided an accurate problem statement, etiology, and 8 defining characteristics! This is an appropriate priority nursing diagnosis for your patient. Please note that oliguria is urine output less than 400mL/24hrs for adults or 17-21mL/hr for adults. LM</p>
<p>Goal and Outcome (6 points total)          Goal Statement (1)          Outcome:          Specific (1)          Measurable (1)          Attainable (1)          Realistic (1)          Time Frame (1)</p>	<p>Total Points 5          Comments: Shelby, you provided a positive goal statement. You utilized the SMART criteria properly when stating the outcomes. You were thorough in stating the outcomes. You also provided a time frame in which your patient will achieve these goals. 1 point was deducted because each defining characteristic that is mentioned within your nursing diagnosis statement needs to be addressed as a positive outcome as well. If you have 8 defining characteristics, then you need 8 outcomes. Otherwise, great job! LM</p>
<p>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)</p>	<p>Total Points 8          Comments: You provided properly prioritized nursing interventions, beginning with assessing, administering, and educating. You were very specific documenting how often the interventions were going to be performed and provided individualized interventions specific to your patient. You also provided rationale for each intervention. Awesome job! LM</p>
<p>Evaluation: (5 points total)          Date (1)          Goal Met/partially/unmet (1)          Defining characteristics (1)          Plan to continue/terminate (1)          Signature (1)</p>	<p>Total Points 3          Comments: Shelby, remember to provide a date of the evaluation. You stated whether the goal was met, partially met, or unmet. You need to address each defining characteristic that is mentioned under the "AEB" in your care plan. You added to continue the plan of care and your signature. Awesome! LM</p>
<p>Total possible points = 22          18-22 = Satisfactory care plan          17-14 = Needs improvement care plan</p>	<p>Total Points for entire care plan = 19/22          Comments: Shelby, you have satisfactorily completed the nursing care plan. You did a great job! Please review my comments prior to your next care plan submission. Awesome! LM</p>

$\leq 13$ = Unsatisfactory care plan	
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<b>Objective # 6a:</b> Implement patient-centered plans of care utilizing the nursing process and clinical judgment. (2,3,4,5)*	<b>Students Name:</b>  <b>Date:</b>
<b>**Nursing care plan not appropriate to patient situation = 0 and automatic unsatisfactory rating</b>	<b>Nursing Diagnosis:</b>
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. <b>Reflect on an area of strength. ** (Reflecting)</b>	S		S	S														
b. <b>Reflect on an area for improvement and set a goal to meet this need.** (Reflecting)</b>	S		S	S														
c. Demonstrate evidence of growth, initiative, and self-confidence. (Responding)	S		S	S														
d. Follow the standards outlined in the FRMCSN Student Code of Conduct Policy. (Responding)	S		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	S														
f. Exhibit professional behavior i.e. appearance, responsibility, integrity, and respect. (Responding)	S		S	S														
g. Demonstrate the ability to give and receive constructive feedback. (Responding)	S		S	S														
h. Actively engage in self-reflection. (Reflecting)	S		S	S														
	<b>DC</b>		<b>LM</b>	<b>MD</b>														

**\*\*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:**

**Week 1, Objective 7, Competency a:** An area of strength for me this week was recognizing areas I could use more practice and improvement on. I took action by asking questions whenever I was unsure of something and allowed myself extra time for practice such as reviewing the steps of a wet to dry dressing change and practicing that skill more thoroughly while in lab this week.

**Week 1, Objective 7, Competency b:** An area I can improve on is not letting myself get overwhelmed so easily and to remember to take a little time for myself each day outside of school and my nursing studies. I took initiative to make a change in this by allowing myself time each day after school to workout. Working out allows me to gather my thoughts, release any built-up stress, and feel better about myself overall. I truly feel focusing on my health and fitness makes me more present as a nursing student.

**Week 3, Objective 7, Competency a:** An area of strength for me this week was noticing when something was abnormal with my patient and then communicating that to his nurse. For example, my patients axillary temp was 94.1 (95.1 orally) which is hypothermic. Upon communicating that to his nurse, she advised me to take a rectal temp. The rectal temp was still hypothermic as it read 95.7 so she was going to relay that information to the charge nurse. **Again, you did an awesome job being very conscientious about reporting any abnormal findings to your nurse in an expedient manner. Great job! LM**

**Week 3, Objective 7, Competency b:** An area I can improve on is medication administration and all of the different steps it involves. While it can be a simple task, it is a very important task that needs to be done diligently and correctly. I plan to improve my skill of medication administration by reviewing the different steps, 3 checks, and 6 rights that were taught in nursing foundations. I plan to review these over the weekend.  
**This is an appropriate area for growth. Keep practicing the steps of medication administration. You will feel more confident as you continue in the clinical setting. LM**

**Week 4, Objective 7, Competency a:** An area of strength for me this week was adapting to a new environment (digestive health in particular) and not being afraid to ask questions and get up close to observe the procedures the doctors were doing. I was able to go into the operating room with the doctors and nurses and observe four colonoscopies and three endoscopies. **This is great! MD**

**Week 4, Objective 7, Competency b:** An area I can improve on is getting to bed earlier, especially on clinical days when I have to be up extra early. I feel that getting a full adequate amount of sleep will allow me to be more present. I plan to get to bed earlier by putting my studies down by 8pm at the latest and being in bed by 9pm.  
**Great goals! MD**

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

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

\*Course Objectives

**Comments:**

**Week 3**

EBP Lab- You actively participated in the online searching process for evidence-based practice literature, as well as reviewing an example article to determine appropriate selection and information needed when summarizing a research article. DW/LM

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

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

\* 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