

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)
2/14/2020 BSc	2	vSim: Rachel Heidebrink not submitted on time	2/17/2020 0800 BSc
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:	N/A	S	S	S	S												
a. Manage complex patient care situations with evidence of preparation and organization.																	
b. Assess comprehensively as indicated by patient needs and circumstances.	S	S	S	S	S												
c. Respect patient and family perspectives, values, and diversity when planning, giving, and adapting care.	S	S	S	S	S												
d. Evaluate patient's response to nursing interventions.	S	S	S	S	S												
e. Interpret cardiac rhythm; determine rate and measurements	NI	NI	NI	S	N/A												
f. Administer medications observing the six rights of medication administration.	N/A	S	N/A	S	S												
g. Perform venipuncture skill with beginning dexterity and evidence of preparation.	S	S	S	N/A	N/A												
h. Respond appropriately to equipment alarms; IV pumps, ECG monitors, ventilators, etc.	S	S	S	S	S												
Faculty Initials	AR	AR	AR	FB	BSc												
onClinical Special Procedures	Special Procedures	ED & core measures	Cardiac diagnostics, digest	4C	4P												

Comments:

Week 2- Per Special Procedures preceptor: 1-14-20 – Excellent in all areas. Comments: Nice job with IV start; flexible with our busy schedule today. (1b,d)- Excellent discussion related to Special Procedures clinical via CDG posting. Keep up the great work! AR
 Week 3- Excellent job during your Emergency Department clinical experience. AR

*End-of- Program Student Learning Outcomes

Week 4- Excellent in all areas (per Cardiac Diagnostics preceptor); (1b)- Excellent discussion via CDG posting related to your Cardiac Diagnostics clinical experience! Keep up the great work! (1g)- Great job during your Digestive Health clinical. AR

Week 5- Great job caring for a patient with multiple complex issues. You did a great job with medication administration including PO, IVP, SQ insulin and IVPB administration while observing the six rights of medication administration. FB

Week 6-1(f) Great job administering all your medications this week in clinical while observing the six rights of medication administration. You were very well prepared and organized both days. Keep up the hard work! 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:	N/A	S	S	S	S												
a. Correlate relationships among disease process, patient's history, patient symptoms, and present condition utilizing clinical judgment skills. CC (noticing, interpreting, responding)	N/A	S	S	S	S												
b. Monitor for potential risks and anticipate possible early complications. CC (noticing, interpreting, responding)	N/A	S	N/A	S	S												
c. Recognize changes in patient status and take appropriate action. (noticing, interpreting, responding)	S	N/A	N/A	S	S												
d. Formulate a prioritized nursing care plan utilizing clinical judgment skills. CC (noticing, interpreting, responding, reflecting)	N/A	N/A	N/A	N/A	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)	N/A	N/A	N/A	S	N/A												
Faculty Initials	AR	AR	AR	FB	BSc												

Comments:

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

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

Week 5 (2f)- Excellent job with presentation of the ABCDEF bundle, providing a lot of detail to assess pain, delirium, SAT, SBT, and movement. FB

*End-of- Program Student Learning Outcomes

Week 6-2(d) Great job formulating a prioritized nursing care plan. 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: b. Critique communication barriers among team members (Preceptorship)	NH NA	N/A	N/A	N/A	N/A												
b. Participate in QI, core measures, monitoring standards and documentation.	NH NA	S	N/A	N/A	N/A												
c. Discuss strategies to achieve fiscal responsibility in clinical practice.	NH NA	S	N/A	N/A	N/A												
d. Clarify roles & accountability of team members related to delegation. (Preceptorship)	N/A	N/A	N/A	N/A	N/A												
e. Determine the priority patient from assigned patient population. (Preceptorship)	N/A	N/A	N/A	N/A	N/A												
Faculty Initials	AR	AR	AR	FB	BSc												
Comments:																	

Week 3 (3b)- Satisfactory discussion regarding Quality Assurance/Core Measures clinical experience, via CDG posting. Keep up the great work. AR

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:	NI	S	S	S	S												
a. Critique examples of legal or ethical issues observed in the clinical setting.	NI	S	S	S	S												
b. Engage with patients and families to make autonomous decisions regarding healthcare.	NI	S	S	S	S												
c. Exhibit professional behavior in appearance, responsibility, integrity and respect.	S	S	S	S	S												
Faculty Initials	AR	AR	AR	FB	BSc												

Comments:

Week 5 (4a)- Great job participating in discussion on legal and ethical issues you observed in the clinical setting. FB

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	S	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	S	S	S												
c. Describe factors that create a culture of safety (error reporting, communication, & standardization, etc.).	S	S	S	S	S												
d. Perform Standard Precautions.	S	S	S	S	S												
e. Practice use of standardized EBP tools that support safety and quality.	S	S	S	S	S												
Faculty Initials	AR	AR	AR	FB	BSc												

Comments:

Week 5 (5c,e)- Good participation in discussion regarding factors to create the culture of safety and the use of EBP tools that support safety and quality care. FB

Week 6-5(b) Excellent job with your wound dressing change this week! 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:	NI	S	S	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.	NI	S	N/A	S	S												
c. Collaborate with members of the healthcare team, patients, and families to achieve optimal patient outcomes.	S	S	S	S	S												
d. Deliver effective and concise hand-off reports.	N/A	N/A	N/A	S	S												
e. Document interventions and medication administration correctly in the electronic medical record.	N/A	S	N/A	S	S												
f. Consistently and appropriately posts in clinical discussion groups.	S	S	S	S	S												
Faculty Initials	AR	AR	AR	FB	BSc												

Comments:

Week 2 (6f)- Excellent CDG posting related to Special Procedures clinical. Keep up the great work! AR

Week 3 (6b)- Satisfactory discussion regarding your Emergency Department clinical, via CDG posting. AR (6f)- Satisfactory CDG postings related to your Quality and Emergency Department clinical's. Be sure to always include an in-text citation for each reference you use. AR

Week 4 (6f)- Excellent CDG posting related to your Cardiac Diagnostics clinical experience. Keep up the great work! AR

Week 5 (6e)- Excellent job with documentation in the Electronic Health Record. FB

Week 6-6(b) Cheyenne, you did an excellent job educating your patient and his family this week in clinical. Keep up all your hard work! BSc

Week 6-6(e) You did a great job overall with all of your documentation this week in clinical. There were 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. 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	S	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	S	S	S												
c. Comply with the FRMCSN "Student Code of Conduct Policy."	S	S	S	S	S												
e. Incorporate the core values of caring, diversity, excellence, integrity, and "ACE"- attitude, commitment, and enthusiasm during all clinical interactions.	S	S	S	S	S												
Faculty Initials	AR	AR	AR	FB	BSc												

Comments:

Skills Lab Evaluation Tool
AMSN
2020

Skills Lab Competency Evaluation 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)*	(1,3,6,7)*Resuscitation	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	AR/BS/CP/BSc	FB	CP	FB	BS/BSc	AR	FB/CP	BS/BSc	BS/BSc	AR
Remediation: Date/Evaluation/Initials	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

***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/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

*End-of- Program Student Learning Outcomes
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: Satisfactory completion of Head to Toe Assessment. BS/BSc

Nursing Care Plan Grading Tool
AMSN
2020

Student Name: Cheyenne Kehr	Clinical Date: 2/11-2/12/2020
Objective # 6: Develop patient-centered plans of care utilizing the nursing process. (3,4,5,6,7)*	Impaired Gas Exchange R/T significant rapid accumulation of fluid
**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: Excellent job selecting the priority nursing diagnosis for your patient. Your defining characteristics are nicely done and very specific as well.
Goal and Outcome (6 points total) Goal Statement (1 point)-1 Outcome: Specific (1)-1 Measurable (1)-1 Attainable (1)-1 Realistic (1)-1 Time Frame (1)-1	Total Points: 6 Comments: Awesome job! All outcomes are SMART.
Nursing Interventions: (8 points total) Prioritized (1)-1 What (1)-1 How Often (1)-1 When (1)-1 Individualized (1)-1 Realistic (1)-1 Rationale (1)-1 All pertinent interventions listed (1)-1	Total Points: 8 Comments: Excellent job! You included all pertinent nursing interventions for your patient. This section was very nicely done.
Evaluation: (5 points total) Date (1)-1 Goal Met/partially/unmet (1)-1 Defining characteristics (1)-1 Plan to continue//modify/terminate (1)-1 Signature (1)-1	Total Points: 5 Comments: Great job!
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 = 22/22 Comments: Satisfactory care plan. Excellent job! BSc

*End-of- Program Student Learning Outcomes

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	U					
Faculty Initials	BSc					
Remediation: Date/Evaluation/ Initials	2/17/2020 S BSc					

* 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