

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	NA	S	S	S	S											
a. Manage complex patient care situations with evidence of preparation and organization.	S	NA	S	S	S	S											
b. Assess comprehensively as indicated by patient needs and circumstances.	S	NA	S	S	S	S											
c. Respect patient and family perspectives, values, and diversity when planning, giving, and adapting care.	S	NA	S	S	S	S											
d. Evaluate patient’s response to nursing interventions.	S	NA	S	S	S	S											
e. Interpret cardiac rhythm; determine rate and measurements	NA	NA	S	S	S	S											
f. Administer medications observing the six rights of medication administration.	S	NA	S	S	S	S											
g. Perform venipuncture skill with beginning dexterity and evidence of preparation.	S	NA	S	S	S	S											
h. Respond appropriately to equipment alarms; IV pumps, ECG monitors, ventilators, etc.	S	NA	S	S	S	S											
Faculty Initials	AR	AR	AR	CP	CP	CP											
onClinical	IS	QC	DH/ ER	3T	4P	3N/ 4P											

Comments:

Week 2- Per Infusion Center preceptor: – Excellent in all areas. Preceptor Comments: Paige was great to have in our infusion center; she asked great questions and started 2 IV’s. (1d)- Satisfactory discussion via CDG posting related to Infusion Center clinical. Great job. AR
 Week 4 (1g)- Satisfactory IV skills during Digestive Health and Emergency Department clinical’s! Keep up the great work! AR

*End-of- Program Student Learning Outcomes

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

Comments:

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

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

Comments:

Week 2 (3c)- Excellent discussion via CDG posting for Infusion Center clinical! AR

Week 3 (3b)- Satisfactory discussion via CDG posting related to your Quality Assurance/Core Measures clinical experience. 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:	S	S	S	S	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	NA	S	S	S	S											
c. Exhibit professional behavior in appearance, responsibility, integrity and respect.	S	S	S	S U	S	S											
Faculty Initials	AR	AR	AR	CP	CP	CP											

Comments:

Week 5 Objective 4c: Paige, I changed your “S” to a “U” due to failure to notify faculty of a change in your preceptorship schedule in a timely manner. Please remember to address this competency next week. If you have any questions or concerns, please do not hesitate to let me know. CP

Week 6 (4c): This objective is no longer a U because I have discussed my misunderstanding with Carmen and reviewed the preceptor power point so that I can properly make her aware of any changes moving forward. CP

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

Comments:

Week 5 Objective 5a: Paige, per your preceptor Tracey on 2-1-20 – Excellent in all areas except Knowledge Base, Technical Skills, and Collection/Documentation of Data. Please remember to document your goals each week. If you have any questions, please do not hesitate to let me know. CP

Week 6 Objective 5a: Paige per your preceptor Amanda on 2-7-20 – Satisfactory in all areas except Communication Skills, Professionalism, and Attendance (Excellent). Preceptor Comments: Paige did a great job; she helped with 2 total care of patients; administered multiple IV atb, a suppository, multiple IV push medications and successfully started two IVs. Paige is very willing to learn and asks appropriate questions. Excellent job Paige! CP

Per your preceptor Amanda on 2-11-20 – Excellent in all areas except knowledge base and delegation (Satisfactory). Preceptor Comments: Paige did a great job managing the care of two patients including patient education of CHF, assisting in the admission of an acute respiratory patient. She had a great bedside manner and was always willing to help with other patients on the floor. Keep up the great work Paige! CP

Week 7 Objective 5a: Paige per your preceptor on 2-14-20 – Excellent in all areas except Technical Skills (Satisfactory).

Student Self-Goals: Manage care of 3 or more patients; continue to seek out skills (i.e. foley, IV insertion, trach care). Continue familiarizing with IV pump.

Preceptor comments: Great job, you're ready for 3 patients; keep up the good work. Per your preceptor on 2-16-20 – Excellent in all areas.

Student Self-Goals: Continue to manage 3 or more patients; continue to seek out skills (Foley insert, IV, trach care); continue delegating more; comfortable with insulin administration. Preceptor comments: Paige did an excellent job managing the care of three difficult patients who were all diabetics, two with uncontrolled hypertension; she did a great job with time management and prioritization of care; she has a positive attitude and is great with patients. Excellent work Paige! CP

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	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.	NA	NA	S	S	S	S											
c. Collaborate with members of the healthcare team, patients, and families to achieve optimal patient outcomes.	S	NA	S	S	S	S											
d. Deliver effective and concise hand-off reports.	NA	NA	NA	S	S	S											
e. Document interventions and medication administration correctly in the electronic medical record.	NA	NA	S	S	S	S											
f. Consistently and appropriately posts in clinical discussion groups.	S	S	S	S	S	S											
Faculty Initials	AR	AR	AR	CP	CP	CP											

Comments:

Week 2 (6c,f)- Excellent discussion via CDG posting related to the Infusion Center. Keep up the great work! AR
 Week 3 (6f)- Satisfactory CDG posting related to your Quality Department clinical experience. Keep up the great job! AR
 Week 4 (6b,c,f)- Satisfactory CDG posting related to your Emergency Department clinical. Great job! AR
 Week 6 Objective 6d: You have satisfactorily completed the Hand-off Report Competency with a score of 40/40. Per your preceptor Amanda, "Paige did a great job. She was very organized and had a good knowledge based on the patient's plan of care." Excellent work! CP

*End-of- Program Student Learning Outcomes

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	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	S											
c. Comply with the FRMCSN "Student Code of Conduct Policy."	S	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	S											
Faculty Initials	AR	AR	AR	CP	CP	CP											

Comments:

Skills Lab Evaluation Tool
AMSN
2020

Skills Lab Competency Evaluation	Lab Skills									
	(1,3,4,6)*IV Start	3,4,5,6)* Blood Admin./IV Pumps	Delegation/Prioritization/	*Critical Care Meditech Document	3,4,5,6)*Physician Orders	(1,3,6,7)*Resuscitation	4,6)* Central Line/Blood Draw/Ports/IV Push	Assessment/Head to Toe	ents/CTECG/Telemetry	5,6)*ECG Measurements
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	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

*End-of- Program Student Learning Outcomes **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: Satisfactory participation in the practice of IV push medication administration. FB

Nursing Care Plan Grading Tool
 AMSN
 2020

Student Name:	Clinical Date:
Objective # 6: Develop patient-centered plans of care utilizing the nursing process. (3,4,5,6,7)*	
**Nursing care plan not appropriate to patient situation = 0 and automatic unsatisfactory rating	Total Points Comments
Nursing Diagnosis: (3 points) Problem Statement (1) Etiology (1) Defining Characteristics (1)	Total Points Comments:
Goal and Outcome (6 points total) Goal Statement (1 point) 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//modify/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:

*End-of- Program Student Learning Outcomes

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

vSim Evaluation	gy)Rachael Heidebrink	acology)Junetta Cooper	acology)Mary Richards	Surgical)Lloyd Bennett	rgical)Kenneth Bronson	macology)Carl Shapiro
Performance Codes: S: Satisfactory U: Unsatisfactory						
Evaluation	S					
Faculty Initials	CP					
Remediation: Date/Evaluation/ Initials	NA					

* 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: