

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

Comments:

Week 3 – Per Cardiac Diagnostics preceptor: 1-21-20 – Excellent in all areas. Preceptor comments: pacemaker clinic, cardioversion, stress Lexiscan and stress cardiolyte treadmill; good interpersonal skills with patients. (1b)- Satisfactory discussion via CDG posting related to your Cardiac Diagnostics clinical experience. Keep up the great work! AR

Week 5- 1b,d- Per Special Procedures preceptor- Nicole Meier with Angela Auxter

*End-of- Program Student Learning Outcomes

1-31-20 – Satisfactory in all areas. Preceptor Comments: Started 3 IVs on first attempt w/lab draw; observed biopsies in ultrasound and CT scan.

Week 5- Nice job assessing and managing care for your Critical Care patient. Nice job also with medication administration. BS

Week 6- 1 a,b,c- Nice work assessing and managing care for your patients this week. 1 f- You did well administering medications. I'm not sure why you gave yourself an NI? BS

Week 7-1(f) Great job administering all your medications this week in clinical while observing the six rights of medication administration. You were very organized and well prepared both days. Additionally, you did an excellent job managing your patient's IV Furosemide gtt. Keep up the great 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:	NA	NA	NA	S	S	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	S	S	NA	NA									
b. Monitor for potential risks and anticipate possible early complications. CC (noticing, interpreting, responding)	NA	NA	NA	S	S	S	NA	NA									
c. Recognize changes in patient status and take appropriate action. (noticing, interpreting, responding)	NA	NA	NA	S	S	S	NA	NA									
d. Formulate a prioritized nursing care plan utilizing clinical judgment skills. CC (noticing, interpreting, responding, reflecting)	NA	NA	NA	NA	NA	S NI/S	NA	NA									
e. Development of clinical judgment in high-fidelity simulation scenarios. (Noticing, Interpreting, Responding, Reflecting)						NA	NA	NA									
f. Incorporate the ABCDEF Standardized Bundle of interventions for assigned patient. CC (noticing, interpreting, responding)	NA	NA	NA	S	NA	NA	NA	NA									
Faculty Initials	AR	AR	AR	BS	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.

Week 5- 2 f- Nice job utilizing all components of the ABCDEF bundle to interpret your patient's condition! BS

*End-of- Program Student Learning Outcomes

Week 6- 2a- Nice work on your pathophysiology CDG, correlating your patient's diagnosis with her labs, diagnostic tests, and medications. You also provided rationales and discussed her interdisciplinary team. BS

Week 7-2(d) Nicole, you are off to a great start with your nursing care plan. Please see the Care Plan Rubric at the end of this document for my feedback. Revisions will need to be made in order to be graded as satisfactory. BSc Week 7-2(d) Please see the Care Plan Rubric at the end of this document for my feedback in relation to your revisions. 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:	NA	NA	NA	NA	NA	NA	NA	NA									
a. Critique communication barriers among team members (Preceptorship)																	
b. Participate in QI, core measures, monitoring standards and documentation.	NA	NA S	NA	S	S	S	NA	NA									
c. Discuss strategies to achieve fiscal responsibility in clinical practice.	NA	NA	NA	NA	NA	NA	NA	NA									
d. Clarify roles & accountability of team members related to delegation. (Preceptorship)	NA	NA	NA	NA	NA	NA	NA	NA									
e. Determine the priority patient from assigned patient population. (Preceptorship)	NA	NA	NA	NA	NA	NA	NA	NA									
Faculty Initials	AR	AR	AR	BS	BS	BSc											

Comments:

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

Comments:

Week 5- 4 a,c- Good participation during post-clinical discussion. Professional behavior and appearance upheld at all times. BS

Week 6- 4 b,c- Nice job interacting with patients, family members, and staff. Professional behavior and appearance observed at all times. BS

Week 7-4(b) Excellent job communicating with your patient this week in clinical. BSc

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

Comments:

Week 5- 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 6- 5a- Great performance in the clinical setting. BS

Week 7-5(e) Great job using the Morse Fall Scale this week in clinical to conduct a fall assessment on your patient 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:	NA	NA	NA	S	S	S	NA	NA									
a. Establish collaborative partnerships with patients, families, and coworkers.	NA	NA	NA	S	S	S	NA	NA									
b. Teach patients and families based on readiness to learn and discharge learning needs.	NA	NA	NA	S	S	S	NA	NA									
c. Collaborate with members of the healthcare team, patients, and families to achieve optimal patient outcomes.	NA	NA	NA	S	S	S	NA	NA									
d. Deliver effective and concise hand-off reports.	NA	NA	NA	S	S	S	NA	NA									
e. Document interventions and medication administration correctly in the electronic medical record.	NA	NA	NA	S	S	S	NA	NA									
f. Consistently and appropriately posts in clinical discussion groups.	NA	S	NA	S	S	S NI	NA	NA									
Faculty Initials	AR	AR	AR	BS	BS	BSc											

Comments:

Week 3 (6f)- Satisfactory CDG postings related to your Quality Department and Cardiac Diagnostics clinical experiences. Keep it up! AR

Week 5- 6 a,c,e- Nice work interacting with patient and staff members, also with documenting interventions and medication administration. BS

Week 6- 6 a,b,c- Good job during post-clinical discussion regarding collaboration to achieve positive patient outcomes. BS

Week 7-6(b,c) Excellent job discussing these competencies in your CDG this week. BSc

Week 7-6(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

*End-of- Program Student Learning Outcomes

Week 7-6(f) Nicole, this competency has been changed to an “NI” because unfortunately you only included an in-text citation within your Care Plan CDG posting and you omitted a reference. Per the Clinical Discussion Group Rubric, students must support opinions with data, articles, or textbook and include both an in-text citation and reference. Going forward, remember to double check that you have included both in all of your posts. BSc

Objective																	
6. 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:	NA	NA	NA	NA	NA	NA	NA	NA									
a. Value the need for continuous improvement in clinical practice based on evidence.	NA	NA	NA	NA	NA	NA	NA	NA									
b. Accountable for investigating evidence-based practice to improve patient outcomes.	NA	NA	NA	NA	NA	NA	NA	NA									
c. Comply with the FRMCSN “Student Code of Conduct Policy.”	NA	S	NA	S	S	S	NA	NA									
e. Incorporate the core values of caring, diversity, excellence, integrity, and “ACE”- attitude, commitment, and enthusiasm during all clinical interactions.	NA	S	NA	S	S	S	NA	NA									
Faculty Initials	AR	AR	AR	BS	BS	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 4,6)* Draw/Ports/IV Push	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 Blood Draw, Ports, and CVAD Change: 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

Objective # 6: Develop patient-centered plans of care utilizing the nursing process. (3,4,5,6,7)*	Fluid Volume Excess R/T reduced ejection fraction
**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)-1/2(1) Student Name: Nicole Meier	Total Points: 2.5(3) Comments: Excellent job! Nursing diagnosis is appropriate to your patient situation. Looking at your defining characteristics, be sure that these are specific. Clinical Date: 2/18-2/19/2020 How do you know the patient has pleural effusions? Was this on a CXR? If so, you would want to say "CXR positive for pleural effusions." Additionally, you stated "dyspnea," but when does this occur? At rest or on exertion, or on both? Just be sure that your defining characteristics are as specific as possible. Excellent job with these revisions. These defining characteristics are much more specific.
Goal and Outcome (6 points total) Goal Statement (1 point)-0(1) Outcome: Specific (1)-1/2(1) Measurable (1)-1/2(1) Attainable (1)-1 Realistic (1)-1 Time Frame (1)-1	Total Points: 4(6) Comments: For your goal statement, this would be better stated as "Patient will have balanced fluid volume." Stating the patient will have decreased fluid volume could be interpreted as a negative circumstance. Overall, your outcome statements are very good. Again, based on the feedback I gave above, there is some room for improvement in relation to how specific some of the statements are worded. Additionally, some of the statements are not measurable because of this as well. For example, how are we going to measure whether or not the patient has pleural effusions? Great job! All outcomes are now SMART.
Nursing Interventions: (8 points total) Prioritized (1)-1/2(1) What (1)-1 How Often (1)-1/2(1) When (1)-1/2(1) Individualized (1)-1 Realistic (1)-1 Rationale (1)-1 All pertinent interventions listed (1)-1	Total Points: 6.5(8) Comments: Nicole, great job listing all pertinent nursing interventions for your patient. Looking at prioritization, do you feel as if administration of furosemide should be of higher priority? Also, looking at your last 4 nursing interventions, unfortunately you did not include how often or when you would complete these interventions. For example, you could say "Educate on Heart Healthy Diet Daily (0900)." Remember that you must include how often and when for every intervention. Your rationales were very nicely done. Excellent job!
Evaluation: (5 points total) Date (1)-1 Goal Met/partially/unmet (1)-1 Defining characteristics (1)-0(1) Plan to continue/modify/terminate (1)-1 Signature (1)-1 *End-of- Program Student Learning Outcomes	Total Points: 4(5) Comments: Nicole, for the evaluation section your defining characteristics need to be very specific here as well. Instead of stating "Decreased pitting edema in the legs," you could state "1+ pitting edema in bilateral lower legs." Unfortunately, the only defining characteristic that is specific enough in this section is "Ejection fraction of 15-20%." You are just missing a few words here and there to make these statements specific.
Total possible points = 22	Total Points for entire Care plan = 17/22(22/22)

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	Rachael Heidebrink	Junetta Cooper	Mary Richards	Lloyd Bennett	Kenneth Bronson	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	S					
Faculty Initials	BS					
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