

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

Comments:

Week 4 (1g)- Great job during your Digestive Health clinical experience! AR

Week 5-1(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. Additionally, you did an excellent job administering your IV-Push medication as well. Keep up the hard work! BSc

*End-of- Program Student Learning Outcomes

Week 6- Great job providing care to a complex care patient on a ventilator and OG tube in place. Excellent job with medication administration including IVP, IVPB, and OG medications. FB

Week 7- Week 2- 1 a,b,f- Nice job assessing and managing care for your Critical Care patient. Nice job also with medication administration. BS

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	S								
a. Correlate relationships among disease process, patient’s history, patient symptoms, and present condition utilizing clinical judgment skills. CC (noticing, interpreting, responding)						NI	S										
b. Monitor for potential risks and anticipate possible early complications. CC (noticing, interpreting, responding)	NA	NA	NA	S	S	S	NA	NA	S								
c. Recognize changes in patient status and take appropriate action. (noticing, interpreting, responding)	NA	NA	NA	S	S	S	NA	NA	S								
d. Formulate a prioritized nursing care plan utilizing clinical judgment skills. CC (noticing, interpreting, responding, reflecting)	NA	NA	NA	S	NA	NA	NA	NA	S								
e. Development of clinical judgment in high-fidelity simulation scenarios. (Noticing, Interpreting, Responding, Reflecting)						S	NA	NA	S								
f. Incorporate the ABCDEF Standardized Bundle of interventions for assigned patient. CC (noticing, interpreting, responding)	NA	NA	NA	NA	S	NA	NA	NA	S								
Faculty Initials	AR	AR	AR	BSc	FB	BS	BS/BSc	BSc	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 5-2(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

Week 6- (2f) Mary, Good job with ABCDEF bundle. You provided data from assessments to support your findings within the ABCDEF bundle process. FB

Week 7- 2a- Nice overall job on your pathophysiology CDG. Additional information needed: You mention “Laboratory findings to note other than ABG’s”. Why are these noteworthy and what do they indicate for your patient? I only see two medications listed. His respiratory status can affect his blood pressure. What was he given (or not given) to manage his blood pressure and why was this important? And I will need more than one sentence for your related nursing interventions. What labs are you monitoring for and why? What drug therapy and why are/were the drugs given? If this is a respiratory patient what about a respiratory assessment? Including what? How often? Could this patient benefit from any education? Please email me this information via Edvance by Thursday, 2/27/20 at 0800. Week 8-2(a) Satisfactory revisions to pathophysiology. BS 2 b,c,d- Nice job monitoring for potential risks and changes in condition for your patient(s) and responding appropriately. You also identified a priority nursing diagnosis for your patient. BS

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 NA	NA	NA	NA	NA	NA								
a. Critique communication barriers among team members (Preceptorship)	NA	NA	NA	S NA	NA	NA	NA	NA	NA								
b. Participate in QI, core measures, monitoring standards and documentation.	NA	NA	NA S	S	S	S	NA	NA	S								
c. Discuss strategies to achieve fiscal responsibility in clinical practice.	NA	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	NA								
e. Determine the priority patient from assigned patient population. (Preceptorship)	NA	NA	NA	NA	NA	NA	NA	NA	NA								

*End-of- Program Student Learning Outcomes

Faculty Initials	AR	AR	AR	BSc	FB	BS	BSc	BSc	BSc									
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Comments:

Week 4 (3b)- Satisfactory discussion via CDG posting related to Quality Department clinical. 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:	NA	NA	NA	S	S	S	NA	NA	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.	NA	NA	NA	S	S	S	NA	NA	S								
c. Exhibit professional behavior in appearance, responsibility, integrity and respect.	NA	S	S	S	S	S	NA	NA	S								
Faculty Initials	AR	AR	AR	BSc	FB	BS	BSc	BSc	BSc								

Comments:

Week 5-(4a) Great job actively participating and listening during our discussion in which we discussed this competency. BSc
 Week 7- 4c- Professional behavior observed 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:	NA	S	S	S	S	S	NA	NA	S								
a. Reflect on your overall performance in the clinical area for the week.	NA	S	S	S	S	S	NA	NA	S								
b. Demonstrate initiative in seeking new learning opportunities.	NA	S	S	S	S	S	NA	NA	S								
c. Describe factors that create a culture of safety (error reporting, communication, & standardization, etc.).	NA	NA	NA	S	S	S	NA	NA	S								
d. Perform Standard Precautions.	NA	S	S	S	S	S	NA	NA	S								
e. Practice use of standardized EBP tools that support safety and quality.	NA	NA	NA	S	S	S	NA	NA	S								
Faculty Initials	AR	AR	AR	BSc	FB	BS	BSc	BSc	BSc								

Comments:

Week 5-5(b) Excellent job with your wound dressing changes this week! BSc

Week 5-5(c,e) Great job providing examples and actively participating in discussion during post-conference. BSc

Week 7- Good performance in the clinical environment. BS

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	S	S	S	S	NA	NA	S								
a. Establish collaborative partnerships with patients, families, and coworkers.	NA	NA	S	S	S	S	NA	NA	S								
b. Teach patients and families based on readiness to learn and discharge learning needs.	NA	S	NA	S	S	S	NA	NA	S								
c. Collaborate with members of the healthcare team, patients, and families to achieve optimal patient outcomes.	NA	NA S	S	S	S	S	NA	NA	S								
d. Deliver effective and concise hand-off reports.	NA	NA	NA	S	S	S	NA	NA	S								
e. Document interventions and medication administration correctly in the electronic medical record.	NA	NA	NA	S	S	S	NA	NA	S								
f. Consistently and appropriately posts in clinical discussion groups.	NA	S	S	S	S	S NI	NA S	NA	S								
Faculty Initials	AR	AR	AR	BSc	FB	BS	BS/ BSc	BSc	BSc								

Comments:

Week 3- Preceptor comments for Patient Advocate/Discharge Planner clinical experience: 1-22-20 – Satisfactory in all areas. Preceptor comments: Asked questions; able to attend transition of care meeting. (6c,f)- Satisfactory CDG posting related to your Patient Advocate/Discharge Planner clinical experience. In order to remain satisfactory in future CDG postings you will need to provide more in depth thought and discussion. AR

Week 4 (6f)- Satisfactory CDG posting related to the Quality Department. Keep up the good work. AR

Week 5-6(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

Week 6- (6a,b,c) Great job participating in active discussion regarding your collaboration with the healthcare team, patients, families and discharge learning needs. FB

*End-of- Program Student Learning Outcomes

Week 7- 6 a,c,e- Nice job collaborating and working with your assigned nurse this week. Nice job with documentation also. 6f- This will change when you respond with the information needed for competency 2a. BS

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:	NA	S	S	S	S	S	NA	NA	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.	NA	NA	NA	NA S	S	S	NA	NA	S								
c. Comply with the FRMCSN "Student Code of Conduct Policy."	NA	S	S	S	S	S	NA	NA	S								
e. Incorporate the core values of caring, diversity, excellence, integrity, and "ACE"- attitude, commitment, and enthusiasm during all clinical interactions.	NA	S	S	S	S	S	NA	NA	S								
Faculty Initials	AR	AR	AR	BSc	FB	BS	BSc	BSc	BSc								

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
	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
Performance Codes: S: Satisfactory U: Unsatisfactory										
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
AMS
2020

Student Name: **Mary Lane**

Clinical Date: **2/4-2/5/2020**

Objective # 6: Develop patient-centered plans of care utilizing the nursing process. (3,4,5,6,7)*	Excess Fluid Volume R/T inadequate cardiac function
**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! Nursing diagnosis is appropriate to your patient situation. All defining characteristics are 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: Great 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)-1/2 All pertinent interventions listed (1)-1	Total Points: 7.5 Comments: Mary, you did an excellent job including all pertinent nursing interventions, as well as prioritizing them appropriately. Looking at your rationales, try to provide more detail when possible. For example, you stated "To monitor for symptomatic effects of excess fluid volume and poor cardiac function." What specific symptoms would you be monitoring for here? Overall, you did an excellent job with this section.
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: Excellent 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 = 21.5/22 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	S				
Faculty Initials	FB	BSc				
Remediation: Date/Evaluation/ Initials	2/17/2020 S FB					

* Course Objectives

Week 6- (2/14/2020)-vSim on Rachel Heidebrink was not completed or you did not register for the class appropriately. FB

	delivered (remember to shock as soon as possible). CPR re-initiated, EPI given.
<p>REFLECTING: (6)*</p> <ul style="list-style-type: none"> • Evaluation/Self-Analysis: E A D B • Commitment to Improvement: E A D <p style="padding-left: 40px;">B</p>	<p>Team discusses scenario and the manifestations of bradycardia/symptomatic bradycardia (low cardiac output, low BP, dizziness). Pharmacologic and non-pharmacologic treatments for symptomatic bradycardias discussed. Discussed the need for pain management with transcutaneous pacing.</p> <p>Team discussed A-fib scenario. BP initially OK, team realized he had A-fib and was symptomatic. Goal of giving Cardizem for A-fib discussed (slow HR), In this case it also dropped BP, and a fluid bolus was ordered. This cause patient to be overloaded due to his CHF and low EF. Discussed the importance of being more aware of patient's history when determining interventions. Synchronized cardioversion discussed as another option for converting A-fib. Amiodarone discussed as another option to treat A-fib.</p> <p>Discussed Code-Blue scenario. With no pulse- CPR, shock, and EPI as soon as possible. Discussed that prior to shock the importance of making sure that all team members are "clear".</p>
<p>SUMMARY COMMENTS:</p> <p>E = exemplary, A = accomplished, D = developing, B = Beginning Based off of Lasater's Clinical Judgment Rubric</p> <p>Developing to accomplished is required for satisfactory completion of this simulation.</p>	<p>You are satisfactory for this scenario, good job! BS</p>

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**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: