EVALUATION OF CLINICAL PERFORMANCE TOOL
Nursing Foundations – 2020

Firelands Regional Medical Center School of Nursing
Sandusky, Ohio

Student: Ann Hufnagle

Final Grade: Satisfactory/Unsatisfactory

Semester: Fall

Date of Co

Faculty: Frances Brennan, MSN, RN; **Lora Malfara,** MSN, RN; **Amy Rockwell**, MSN, RN; **Brittany Schuster,** MSN, RN
Teaching Assistant: Devon Cutnaw, BSN, RN; **Nick Simonovich,** 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:

Skills Lab Checklists   Faculty Feedback

ABSENCE (Refer to Attendance Policy)

Date	Number of Hours	Comments	Make Up (Date/Time)

Care plan Grading Rubric   Documentation

Administration of Medications
Simulation Scenarios

Skills Demonstration

Evaluation of Clinical Performance Tool

Clinical Discussion Group Grading Rubric

Lasater Clinical Judgment Rubric

Skills Lab Competency Tool

Faculty's Name			**Initials**
Frances Brennan			FB
Devon Cutnaw			DC
Lora Malfara			LM
Brittany Schuster (Lombardi)			BS (BL)
Nicholas Simonovich			NS
Amy Rockwell			AR

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/patients/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.

*Grey shaded boxes do not need a student evaluation rating.

Objective

1. Describe how diverse cultural, ethnic, and social backgrounds function as sources of patient, family, and community values. (2,4,6)*

Clinical Experience	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Mid-Term	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Week 16	Make-Up	Final
Competencies: **a.** Identify spiritual needs of patient (Noticing).																			
b. Identify cultural factors that influence healthcare (Noticing).																			
c. Coordinate care based on respect for patient's preferences, values, and needs (Responding).			N/A	S	N/A	N/A	U												

		N/A	S	N/A	N/A	U													
d. Use Maslow's Hierarchy of needs to determine the care needs of the assigned patient (Interpreting).																			
			DC	DC	NS	NS	BS												
Clinical Location; Patient age			N/A	4N 64	N/A	N/A	3T Age												

Comments:

Week 7-1(c,d) Unfortunately, these competencies have been graded as "U" because they were left blank. Remember, if you do not self-rate a competency the competency is automatically 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 will continue to rate the competency unsatisfactory until it is addressed. Going forward, be sure to double check that you have self-rated all white boxes for each week. Please let me know if you have any questions. BS

* End-of-Program Student Learning Outcomes
Clinical judgment terminology embedded in each competency – noticing, interpreting, responding, reflecting

Objective

2. Summarize knowledge of anatomy, physiology, chemistry, nutrition, psychosocial and developmental principles in performance of basic physical assessment through use of clinical judgment skills. (3,4, 5)*

Clinical Experience	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Mid-Term	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Week 16	Make-Up	Final
Competencies: a. Perform head to toe assessment utilizing techniques of inspection, palpation and auscultation (Responding).						N/A	S												
b. Use correct technique for vital sign measurement (Responding).			N/A	S	N/A	N/A	S												
c. Conduct a fall assessment and institute appropriate precautions (Responding).						N/A	N/A												
d. Conduct a skin risk assessment and institute appropriate precautions (Responding).																			
e. Collect the nutritional data of assigned patient (Noticing).																			
f. Demonstrates appropriate insertion, maintenance, and removal of NG tube (Responding).																			
g. Describe the findings and the rationale for diagnostic studies with																			

the nursing implications for assigned patient (Interpreting).																	
		DC	DC	NS	NS	BS											

Comments

Week 4 2 (b) – You did a great job getting vital signs on your first patient! DC

Week 7-2(a,b) You did an excellent job performing your first head to toe assessment on your assigned patient in clinical this week. Your assessment was very thorough and systematic. You were also able to identify that your patient had abnormal heart sounds and irregular pulses due to her chronic diagnosis of A-fib. You also did a very nice job obtaining your patient's vital signs as well. Keep up all your great work! BS

* End-of-Program Student Learning Outcomes
Clinical judgment terminology embedded in each competency – noticing, interpreting, responding, reflecting

Objective																		

3. Select communication techniques and appropriate boundaries with patients, families, and health care team members. (1,2,3,4,6,7)*

Clinical Experience	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Mid-Term	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Week 16	Make-Up	Final
Competencies: a. Receive report at beginning of shift from assigned nurse (Noticing).						N/A	S												
b. Hand off (report) pertinent, current information to the next provider of care (Responding).			N/A	N/A	N/A	N/A	N/A												
c. Use appropriate medical terminology in verbal			N/A	S	N/A	N/A	S												

and written communication (Responding).							
d. Report promptly and accurately any change in the status of the patient (Responding).		N/A	N/A	N/A	N/A	S	
e. Communicate effectively with patients and families (Responding).		N/A	S	N/A	N/A	S	
f. Participate as an accountable health care team member in the provision of patient		N/A	S	N/A	N/A	S	

centered care (Responding).																			
		DC	DC	NS	NS	BS													

Comments:

Week 7-3(a,e) Excellent job taking report on your assigned patient for the first time this week in clinical. The more you do this, the more comfortable and familiar you will become with the routine of receiving report and where to put all the information on the report sheet that is discussed. You also did an excellent job communicating with your patient this week as well. BS

* End-of-Program Student Learning Outcomes

Clinical judgment terminology embedded in each competency – noticing, interpreting, responding, reflecting

Objective

4. Exemplify advanced searches in accessing electronic health care information and documenting patient care. (1,4,8)*

Clinical Experience	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Mid-Term	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Week 16	Make-Up	Final
Competencies: a. Document vital signs and head to toe assessment according to policy (Responding).			N/A	N/A	N/A	N/A	S												
b. Document the patient response to nursing care provided (Responding).																			
c. Access medical information of assigned patient in			N/A	S	N/A	N/A	S												

Electronic Medical Record (Responding).																				
d. Demonstrate beginning skill in accessing patient education material on intranet (Responding).		S	N/A	N/A	N/A	N/A	N/A													
e. Provide basic patient education with accurate electronic documentation (Responding).																				
f. Consistently and appropriately post comments for clinical																				

	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7											
discussion groups on Edvance360 website (Reflection).																		
<mark>*Week 2 – Meditech Expanse</mark>		DC	DC	DC	NS	NS	BS											

Comments:

Week 7-4(a) Overall you did an excellent job with your documentation of your head to toe assessment and vital signs this week. Although we discussed areas for improvement in clinical, remember that if your patient is within the defined parameters for a normal assessment, you can click "Yes" for "Within Defined Parameters," and you do not need to do any further documentation. Keep up all your hard work! BS

* End-of-Program Student Learning Outcomes

Clinical judgment terminology embedded in each competency – noticing, interpreting, responding, reflecting

Objective
5. Exemplify psychomotor skills and nursing care safely using evidence-based practice. (3,4,5,7,8)*

Clinical Experience	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Mid-Term	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Week 16	Make-Up	Final
Competencies: a. Demonstrate correct body mechanics and			N/A	S	N/A	N/A	S												

	practices safety measures during the provision of patient care (Responding).																			
b.	Apply the principles of asepsis and standard/infection control precautions (Responding).			N/A	S	N/A	N/A	S												
c.	Demonstrates appropriate skill with foley catheter insertion, maintenance, and removal (Responding).																			
d.	Manage basic patient care situations with evidence of preparation and beginning dexterity (Responding).			N/A	S	N/A	N/A	S												
e.	Organize time providing patient care efficiently and safely (Responding).			N/A	S	N/A	N/A	~~N/A~~ S												
f.	Manages hygiene needs of assigned patient (Responding).																			

g. Demonstrate appropriate skill with wound care (Responding).																		
h. **Document the location of fire pull stations and fire extinguishers. **** (Interpreting).					N/A	S												
			DC	**DC**	NS	NS	BS											

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Clinical judgment terminology embedded in each competency – noticing, interpreting, responding, reflecting

h. multiple pulls throughout floor, two specific ones are one around the corner of the breezeway by room 3001, and one behind the nurses station/main desk. Two locations of fire extinguishers are one near nurses station/main desk by room 3001, and one across from room 3036. Great job! BS

Objective																		
6. Develop patient-centered plans of care utilizing the nursing process. (3,4,5,6,7)*																		
Clinical Experience	**Week 1**	**Week 2**	**Week 3**	**Week 4**	**Week 5**	**Week 6**	**Week 7**	**Mid-Term**	**Week 8**	**Week 9**	**Week 10**	**Week 11**	**Week 12**	**Week 13**	**Week 14**	**Week 15**	**Week 16**	**Make-Up**	**Final**
Competencies: a. Utilize clinical judgment skills to develop a patient-centered plan of care (Responding). ***See rubric at end of tool**																			

Comments

* End-of-Program Student Learning Outcomes

Clinical judgment terminology embedded in each competency – noticing, interpreting, responding, reflecting

Objective																		

7. Convert basic pharmacology principles into safe medication administration. (3,5,6,7)*

Clinical Experience	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Mid-Term	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Week 16	Make-Up	Final
Competencies: a. Identify the action, rationale, dosage, side effects and the nursing implications of medications (Interpreting).																			

b. Recognize patient drug allergies (Interpreting).																	
c. Practice the 6 rights and 3 checks prior to medication administration (Responding).																	
d. Administer oral, intra-muscular, subcutaneous, and intradermal medications using correct techniques (Responding).																	
e. Review the patient record for time of last dose before giving prn																	

medication (Interpreting).																		
f. Assess the patient response to prn medications (Responding).																		
g. Document medication administration appropriately (Responding).																		
*Week 11: BMV																		

Comments

* End-of-Program Student Learning Outcomes
Clinical judgment terminology embedded in each competency – noticing, interpreting, responding, reflecting

Objective

8. Exemplify professional conduct through self-reflection, responsibility for learning, and goal setting. (1,5,7)*

Clinical Experience	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Mid-Term	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Week 16	Make-Up	Final
Competencies: a. <mark>**Reflect on areas of strength****</mark>(Reflecting)			N/A	S	N/A	N/A	S												
b. <mark>**Reflect on areas for self-growth with a plan for improvement. ****</mark> (Reflecting)			N/A	S	N/A	N/A	~~S~~ NI												
c. Incorporate instructor feedback for improvement and growth (Reflecting).			N/A	S	N/A	N/A	S												
d. Follow the standards outlined in the FRMCSN policy, "Student Code of Conduct" (Responding).			N/A	S	N/A	N/A	S												
e. Incorporate the core values of caring, diversity, excellence, integrity, and "ACE"- attitude, commitment, and			N/A	S	N/A	N/A	S												

	enthusiasm during all clinical interactions (Responding).																				
f.	Exhibit professional behavior i.e. appearance, responsibility, integrity, and respect (Responding).			N/A	S	N/A	~~N/A~~ NI	S												
g.	Comply with patient's Bill of Rights (Responding).			N/A	S	N/A	N/A	S												
h.	Respect the privacy of patient health and medical information as required by federal HIPAA regulations (Responding).			N/A	S	N/A	N/A	S												
i.	Actively engage in self-reflection. (Reflecting)			N/A	S	N/A	N/A	S												
*				DC	DC	NS	NS	BS												

* End-of-Program Student Learning Outcomes

Clinical judgment terminology embedded in each competency – noticing, interpreting, responding, reflecting

Wk 4 A) I could easily talk and communicate with my pt. You did an excellent job communicating with your patient. You had poise and confidence. Great job! DC

    B) I could improve on being professional and talk with more educational terminology when communicating. This will improve with more clinical experience and as you gain more nursing knowledge. DC

Week 6 Objective 8 (f) – This competency was changed to "NI" for a late submission of the clinical performance tool for "responsibility" under this particular competency. Be sure to set a reminder for yourself to prevent late submissions in the future. Each week the clinical tool will be due on Saturday at 2200. I have no doubts you will be satisfactory in the future! NS

Wk. 7 A) One strength I feel I implemented was the confidence I had when talking with the pt. And their family while completing the assessment. Excellent job! BS

    B) One thing I could use some improvement on is knowing how to operate the side rail so I don't embarrass myself again. Ann, great job identifying an area for improvement. The more experience you have in the clinical environment, the more comfortable you will become with the equipment. Unfortunately, this competency had to be changed to an "NI" because you did not include a plan for improvement. How are you going to improve with working with the different equipment in the patient's room? A specific plan for improvement should be included each time for this competency as demonstrated in the example above related to manual BPs. If you have any further questions, please do not hesitate to ask. Keep up all your great work! BS

Week 12 or 13:

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 total)
  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/terminate (1)
  Signature (1)
	Total Points
	Comments:

	Total Points for entire Care plan =

28

Total possible points = 22 18-22 = Satisfactory care plan 17-13 = Needs improvement care plan <13 = Unsatisfactory care plan	Comments:

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

Simulation Evaluation Performance Codes: **S**: Satisfactory **U**: Unsatisfactory	Simulation #1 (2,3,5,8) *	Simulation #2 (2,3,5,7,8) *
	Date:	**Date:**
Evaluation		
Faculty Initials		
Remediation: **Date/Evaluation/Initials**		

* Course Objectives

EVALUATION OF CLINICAL PERFORMANCE TOOL
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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: _____