

# N443 Leadership and Management

## Clinical Evaluation Tool

**Student Name:** Shanique Williams

**Clinical Instructor:** King

**Clinical Day:** Wednesdays – 2<sup>nd</sup> half

**Clinical Site:** SBL – WCC/ 3 East

### Scoring of Clinical Evaluation Tool:

The clinical evaluation tool will be completed at Midterm and the end of the semester for a Final clinical grade. Each student performance will be assessed using an “M” (Met) or “NM” (Not Met) at Midterm and the Final. Students must receive an “M” for all performances to pass the clinical component of the course by **the completion of the clinical experience.**

### COURSE LEARNING OUTCOMES

**CLO 1:** Demonstrate the role of the professional nurse as a care manager, an advocate, a teacher, a counselor, a change agent, and a nursing leader for providing safe, ethical, and legal nursing care.

	Midterm		Final	
	M	NM	M	NM
Analyze how the manager delegates task in order to provide safe and quality care for the clients	X		X	
Analyze how the manager prioritizes and educates the staff to prioritize, using critical thinking and problem-solving methods		X	X	
Analyze the time management of the leader and how the manager interacts with the staff mentoring them with their own time management		X	X	
Analyze the effectiveness of the staffing plan and the type of nursing and leadership style utilized by the manager during a variety of situations	X		X	
Analyze the manager’s responsibility to promote the nurse’s ability to advocate for their clients	X		X	
Analyze ethical situations to determine if an ethical dilemma is present what guidance the manager should give the nurse to take the appropriate action		X	X	
Analyze how an ethical obligation impacts the decision making of the leader or manager		X	X	
Differentiate between legal and ethical responsibility of nursing in a culture of quality and safety		X	X	

**CLO 2:** Develop a quality improvement plan to improve healthcare outcomes using research and other sources of evidence.

	<b>Midterm</b>		<b>Final</b>	
	<b>M</b>	<b>NM</b>	<b>M</b>	<b>NM</b>
Differentiate between process measures and outcome measures	<b>X</b>		<b>X</b>	
Analyze the manager's ability to select performance improvement initiative to support the strategic plan and are consistent with the Mission, Vision, and Values.	<b>X</b>		<b>X</b>	
Evaluate the difference between decision making and problem solving based on evidence and best practices.		<b>X</b>	<b>X</b>	
Analyze how the manager communicates the components of best practice guidelines to ensure quality and safe care for the clients.	<b>X</b>		<b>X</b>	

**CLO 3:** Integrate nursing leadership theories to facilitate interpersonal collaborations, conflict management, and team-building in health care systems.

	<b>Midterm</b>		<b>Final</b>	
	<b>M</b>	<b>NM</b>	<b>M</b>	<b>NM</b>
Analyze the types of leadership styles used by the manager when change in client care is needed to follow evidence-based guidelines	<b>X</b>		<b>X</b>	
Differentiate between constructive motivation and destructive motivation in a challenging and ever-changing environment to provide safe and quality care to the clients	<b>X</b>		<b>X</b>	
Analyze the effectiveness of the leader/manager in their reaction to conflict within the unit		<b>X</b>	<b>X</b>	
Analyze how the manager reacts to conflict between nursing units and departments in order to promote collaboration and reduce conflict.		<b>X</b>	<b>X</b>	
Provide safe, comfort and well-being patient care.	<b>X</b>		<b>X</b>	
Seek internal resources to assist in health teaching to meet family's learning needs.	<b>X</b>		<b>X</b>	
Maintain security and confidentiality of all patient and family information.	<b>X</b>		<b>X</b>	

## **MIDTERM**

FACULTY COMMENTS: One preceptor states, "Very pleasant. She helped to keep patient's mind off of her pain by holding conversations with her." Any unmet clinical objectives will be met by the end of the clinical rotation.

Faculty Signature: K.King, MSN, RN, CPN, CNEcl, CNE

Date: March 20, 2024

STUDENT COMMENTS: This clinical experience has not been the best for me. I have learned a lot from some great nurses, but the charge nurse made it very uncomfortable to be on the women and children's floor with her. The first day on the floor she was rude, and it was uncaused for. When Professor King would leave the floor, instead of placing me with her or someone else in charge, she would place me with a floor nurse and did not want me to follow her. Another time she questioned me about the time I take lunch and told me that I could not take my lunch during the time I would like. I explained to her that I take a lunch at 1 pm because we leave to go meet Professor King at 1:30 pm and that she is aware of this, and she asked me was I sure as if I was lying. It gives off mean girl and its unprofessional. It's been multiple instances where the energy with her is not good and I am there to learn not be put in an environment that toxic and serves me no purpose as a student nurse. Sarah Bush has some great nurses and I learned a lot there but the moment I switched floors it was talked about and the charge nurse on another floor told me he heard I switched floors because of someone on women and children's, there should be no way he should know that and it's too much gossiping going on and it's very children.

Student Signature: Shanique Williams

Date: 03/20/2024

## **FINAL**

FACULTY COMMENTS: We changed Shanique's floor to the post-surgical unit. One preceptor states, "I think she will be a great nurse!" Her preceptor states, "She is great!" Another preceptor states, "I'm excited to work with Neeka!"

Faculty Signature: K.King, MSN, RN, CPN, CNEcl, CNE

Date: April 10, 2024

STUDENT COMMENTS: Had a good time and learned a lot on 3 east.

Revised: 12/10/2021

Student Signature: Shanique Williams

Date: 04/10/2024