

N443 Leadership and Management

Clinical Evaluation Tool

Student Name: Natalie Zizumbo_____ Clinical Instructor: __Jodi Bohlen_____

Clinical Day: _Thursday_____ Clinical Site: __OSF Urbana_____

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.

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

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

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

MIDTERM

FACULTY COMMENTS: Natalie has performed well during the 1st half of this clinical.

Faculty Signature: Jodi Bohlen

Date: 3/27/25

STUDENT COMMENTS:

Student Signature:



Date: 04/01/2025

FINAL

FACULTY COMMENTS: Natalie has met all requirements for leadership clinical.

Faculty Signature: Jodi Bohlen

Date: 4/17/25

STUDENT COMMENTS:

Student Signature:



Date: 04/17/2025