Rubric for Asynchronous Discussion Participation

Name: Jenika McMillan	Date Graded: 9/30/11	Week # 4	**Substantive Post Due:** 9/16/11 @ 11:59pm	Substantive Post Date: 9/16/11 Time: 11:28 AM ⊘PM	Total Score 13 / 18 + 4.5 BONUS ⟨97 %⟩ →17.5
			Responses Due: 9/18/11 @ 11:59pm	Last Response Post Date: Time: AM PM	

# RESPONSES Students Responded to:	Substantive Post **minimum** 200 words:	Comments: Were learning activities completed for BONUS points? ☒ Yes ☐ No	Bonus Pts:
4 Alicia Rachel Michael Lori	☒ YES ☐ NO	Substantive post ~ overall, lacks full development and application of concepts. Again, many writing errors. Responses lack development and do not further discussion.	4.5
Subst. Post Deadline Met ☒ YES ☐ NO	# of Days Participating: x2 9/18, 9/17		
Response Post Deadline Met ☒ YES ☐ NO			

Criteria	Unacceptable 0 Points	Acceptable 1 Point	Good 2 Points	Excellent 3 Points	Points
Frequency	Participates not at all. No posts at all.	Only posts substantive assignment. No responses to classmates.	Participates on one (1) day only (substantive and responses)	Participates on two (2) or more different days (substantive and responses)	3
Initial Assignment Posting (Substantive Post)	Posts no assignment.	Posts adequate assignment with superficial thought and preparation; doesn't address all aspects of the task.	Posts well developed assignment that addresses all aspects of the task; lacks full development of concepts.	Posts well developed assignment that fully addresses and develops all aspects of the task.	2
Follow-Up Postings	Posts no follow-up responses to classmates.	Responds to only one (1) other classmate.	Responds to only one (1) classmate.	Responds to a minimum of two (2) other students' posts.	3
Content Contribution	Posts information that is off-topic, incorrect, or irrelevant to discussion.	Posts shallow contribution to discussion (e.g., agrees or disagrees); does not enrich discussion. Repeats. No supporting application of concepts.	Elaborates on an existing post with further comment or observation that is meaningful. Lacks full development of concept with limited or irrelevant supporting concepts.	Demonstrates analysis of others' posts; extends meaningful discussion by applying relevant concepts. Advances discussion.	1
References & Support	Includes no references or supporting experience.	Uses personal experience, but no references to readings or research.	Incorporates one reference from literature. May lack relevance. May lack proper APA format in citing.	Uses relevant reference(s) to literature, readings, or personal experience, to support comments.	⊁3 for Substantive post.
Clarity & Mechanics	Posts long, unorganized or rude content that may contain multiple errors or may be inappropriate.	Communicates in friendly, courteous and helpful manner with some errors in clarity or mechanics.	Contributes valuable information to discussion with minor clarity or mechanics errors.	Contributes to discussion with clear, concise comments formatted in an easy to read style that is free of grammatical or spelling errors.	1

Bonus Points Possible = 6
Bonus Point given = (4.5)

Week 4 Bonus Points: Interview

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RN 405

September 20, 2011

For this assignment, I choose to interview my former manager Simone Smith and my former charge Nurse Jacqueline McClearin. Both are a part of the Carle Cline in Rantoul. Simone's back round is in health administration and marketing. Jacqueline has been a nurse for the past 20 years, working in an array of settings from med-surg to oncology. Both work as team in running the clinic, so I interviewed both. Simone handles the overall function of the clinic and Jacqueline handles scheduling issues.

Simone was asked about the technology currently being used in her department to perform management functions. She quickly responded by explaining the newest technology that her department was in the process of learning about, Epic. Epic is a computer program that Carle uses to gather patient's health information. The program makes it easier to access all medical information about a patient. It makes obtaining a patient's lab results, procedures, and encounters *wording* at the uses fingertips. Simone commented on how the new technology has slowed down the staff because they are not fully aware of how to use it yet. I asked Simone if she had to learn about the Epic program, because she does not directly handle patient care. She said no, but is taking the course so that she can get a better understanding of the system to help her staff.

Simone stated that her only function to support this technology is to ensure that all of her staff gets proper education about the program. This means making sure everyone can effectively use the program and gets the education and support needed during this time. While also making sure that the clinic still runs smoothly. Jacqueline was asked her opinion of the new technology, she stated that she likes the idea of having all of the patient's information available within one program, but hates learning about new systems. Jacqueline recalled how difficult it was a couple

So Epic won't generate report for her re: quality measures that she needs to monitor? It does. In an interview anticipate answers, use your knowledge of "manage functions" to solicit answers.

of years ago going from paper charts to the computer. She says that she feels the same way about

this program and hopes that this is the last one Carle chooses to use. Overall, she says that the

Epic system is helpful because the staff doesn't [not] have to chart in more than one program.

Jacqueline says that Epic is easy to navigate through to find information.

This technology is being used at the bedside, but either [neither] Simone or Jacqueline could

comment on if this technology is improving the quality of care for patients. Both ladies stated

that the staff was torn, some liked the fact that everything can be done in the same program and

some just objected to the fact that they had to learn new information. *Do they anticipate it will enhance things?*

STOP *#2 Activity - NOT related. . . .*

Many factors were considered to ensure a schedule that is balanced for patient care

Not intended to be responded to relative to the 1st activity.

safety, and equal/fair to all staff. The first is making sure that everyone gets trained on the new

system, but not at the same time. Three staff members were allowed to attend the course in

Champaign per session. While this was happening, float staff was pulled to safely staff the clinic

when the others were gone. Simone stated that she chose three at a time to ensure that her

budget would not be blown, because she is responsible for paying her employees for the training,

as well as the staff that would be covering the clinic.

What technology is used, if any, to support the development, analysis, and distribution of

the staffing schedule? Most of the staff at the clinic is classified as full time, meaning they work

Monday through Friday, 8 to 5pm. The team uses a program named Clairvia Clairvia helps them

Good!! keep track of who is on vacation and who requested off, and is a helpful tool in balancing

staffing hours. The rules surrounding staff scheduling are no more than 2 people off at the same,

this goes for holidays too. There is no facility-based policy currently in place for this rule.

WEEK 4 BONUS POINTS: INTERVIEW

Because the staff of the Rantoul Clinic is twenty employees there is not self-scheduling option. To legally keep the clinic open, Simone must ensure that at least one physician in on the premise and one ACLS RN is present. The strategy used to prevent events of inadequate staffing refers back to Simone's rule of having no more than 2 staff members off at the same time. She states that all of her staff is aware of the rules and she rarely has problems. This interview gave me some insight to how the clinic is actually ran, also at this point in my career I can understand a manager's point of view better.

External regulations and laws? OSHA?
TJC?
IDPH?
Why ACLS RN req'd? Who governs this?

How is a SURPLUS of staff prevented?
What happens to staffing when MD on vacation?
Holidays?
Schedule?