PENNSYLVANIA STATE UNIVERSITY
Ross and Carol Nese College of Nursing

NURS 230 STUDENT CLINICAL PERFORMANCE EVALUATION

Student Name _____ Course Number: <u>NURS 230</u>   Semester _____

Clinical Site(s)_____

Mid-Course Evaluation: Passing____ Failing____ Needs Improvement_____ Date: _____

Final Evaluation: Pass____ Fail____ Date: _____

Definition of Clinical Grades:

P=Pass

Passing: Clinical performance which **consistently** demonstrates **safe** and **adequate** application of the clinical course objectives within a defined time frame with minimal verbal or nonverbal cues or assistance in integrating knowledge and skills.

F = Fail

Failing: Clinical performance which demonstrates **unsafe** or **inadequate** application of the clinical objectives within a defined time frame; requires **frequent verbal or nonverbal cues or assistance** to function on the clinical area, demonstrates gaps in necessary knowledge or critical thinking and requires frequent or almost constant assistance in integrating knowledge and skills.

*NI – Needs Improvement *only* may be used at mid-course evaluation*

Needs Improvement: Clinical performance which is **inconsistent** in application of clinical course objectives within a defined time frame; functions **safely and adequately only with moderate assistance**, **verbal or nonverbal cues**, integrating knowledge with skills in the clinical area.

N.A. – Not applicable

Not applicable to students in this course
DO NOT USE N.A. FOR EVALUATION OF ANY CORE COMPETENCY

Criteria for Passing Clinical:

Mid-Course   Passing requires pass (P) in all Core competencies and criteria. "Needs Improvement" (NI) on any one criteria at mid-course evaluation denotes "Needs Improvement" (NI) for the core competency and a "Needs Improvement" clinical grade at mid-course. "Fail" (F) on any one criteria at mid-course evaluation denotes "Fail" (F) for the core competency and a failing clinical grade at mid-course. The evaluator is expected to comment on ALL items rated: NI or F. Comments must include a plan for improvement for each criteria evaluated with a Fail (F) or Needs Improvement (NI).
A Remediation Plan will be written at mid-course if the student is failing and, at the discretion of the clinical instructor, may be written for a student who needs improvement.

Final: Pass in all elements. A "Fail" (F) on any one element at final evaluation denotes clinical failure and course failure. The evaluator is expected to comment on all items rated F.

Remediation Plans: will be developed by course faculty for failing grade at mid-course or any time during the course at the discretion of the clinical instructor. The plan will identify the clinical criteria that are of concern and will suggest resources and activities designed to assist the student in achieving a passing evaluation for the final course grade.

Instructions for faculty: Passing (P) for any core competency indicates that all criteria are also passing (P). If the core competency is graded F or NI, indicate with a check which criteria are F or NI. If even one criterion is F, the core competency is also F. Unchecked criterions are passing (P).

		MID-COURSE				FINAL		
Core competency 1		**P**	**F**	**NI**		**P**	**F**	
Patient Centered Care: Plan and provide competent, compassionate and coordinated care based on sound judgment and clinical reasoning and respect for patient's preferences, values, and need.								
Criteria			**F**	**NI**	**NA**		**F**	**NA**
1a. Demonstrates accurate, thorough, and systematic clinical assessments								
1b. Develops individualized, accurate and complete nursing care plans with rationales and outcome criteria								
1c. Provides patient-centered care compassionately and effectively								
1d. Maintains client privacy, confidentiality, and dignity								
1e. Identifies the need for the professional nurse to advocate for clients/families.								
1f. Prioritizes patient needs and care accurately.								

		MID-COURSE				FINAL		
Core competency 2		**P**	**F**	**NI**		**P**	**F**	
Safety: Minimizes risk of harm to patients and providers through both system effectiveness and individual performance.								
Criteria			**F**	**NI**	**NA**		**F**	**NA**
2a. Performs nursing skills safely, accurately, and without omission								
2b. Implements written plans of care safely and effectively								
2c. Complies with College of Nursing and clinical site policies for safety, security, infection control, and patient care								
2d. Administers medications safely with an understanding of the purpose, route, dose range, side effects, and precautions for each medication								
2e. Implements strategies to reduce risk of harm to self and others								
2f. Recognizes and acts to prevent unsafe, illegal, immoral or unethical practices by self and others								
2g. Monitors patient status and notify assigned nurse promptly of any changes in condition or concerning findings								
2h. Implements strategies related to National Patient Safety Goals that are appropriate for assigned client(s).								
2i. Organizes multiple responsibilities and provides safe client care in a effective, efficient and timely manner								

		MID-COURSE				FINAL		
Core competency 3		**P**	**F**	**NI**		**P**	**F**	
Evidence based Practice: Integrate best current evidence with clinical expertise and patient/family preferences and values for delivery of optimal health care.								
Criteria			**F**	**NI**	**NA**		**F**	**NA**
3a. Relates theoretical and evidence-based knowledge to practice								
3b. Utilizes appropriate resources and references for accurate and complete data collection								
3c. Delivers evidence based care that respects patient and family preferences								

		MID-COURSE				FINAL		
Core competency 4		P	F	NI		P	F	
Teamwork & Collaboration: Function effectively within nursing and inter-professional teams, fostering open communication, mutual respect, and shared decision making to achieve quality patient care.								
Criteria			F	NI	NA		F	NA
4a.	Develops and maintain constructive and cooperative working relationships with faculty, staff, peers, and facility employees							
4b.	Listens carefully and communicate effectively with patients/families, members of the healthcare team, faculty, and those from diverse backgrounds, taking the time to understand and ask appropriate questions without interrupting							
4c.	Assumes role of team member and functions competently within own scope of practice providing high quality, safe patient care, as a member of the healthcare team							
4d.	Identifies the perspectives, expertise, and limitations of all healthcare team members including those of diverse background							
4e.	Reports abnormal findings or changes in patient condition to appropriate members of the healthcare team in a timely, accurate, and thorough manner							
4f.	Identifies the need for help, identifies appropriate resources and initiates requests when appropriate to the situation							
4g.	Begins to incorporate effective communication techniques, including negotiation and conflict resolution to produce positive professional working relationships							
4h.	Identifies the unique nursing perspective to inter-professional teams to optimize patient outcomes							

		MID-COURSE				FINAL		
Core competency 5		P	F	NI		P	F	
Quality Improvement: Monitor the outcomes of care processes and take steps to continuously improve the quality and safety care delivery.								
Criteria			F	NI	NA		F	NA
5a.	Accepts guidance, supervision, and constructive criticism							
5b.	Identifies strengths and weaknesses and uses feedback to formulate goals for personal and professional growth							
5c.	Evaluates care based on client response, outcome, scientific knowledge, and begins to make appropriate revisions, as necessary							
5d.	Shows a high level of dedication to quality							
5e.	Promotes achievement of safe, quality outcomes of care for all clients and families							
5f.	Realizes that continuous quality improvement is an essential part of the daily work of all members of the healthcare team.							
5g.	Realizes that nursing and students of other health professions are part of systems of care and care processes that affect outcomes for clients and families.							

		MID-COURSE				FINAL		
Core competency 6		**P**	**F**	**NI**		**P**	**F**	
Informatics: Manage data, information, knowledge and technology to effectively communicate, mitigate error and support decision making.								
Criteria			**F**	**NI**	**NA**		**F**	**NA**
6a.	Maintains accurate & timely medical records and other documentation in accordance with clinical site & program policy utilizing appropriate medical terminology and professional communication.							
6b.	Demonstrates fundamental skills in using patient care technologies, information & communication systems, that support safe nursing practice.							
6c.	Recognizes the role of information technology in improving patient care outcomes and creating a safe care environment.							
6d.	Upholds ethical standards related to data security, regulatory requirements, confidentiality, and clients' right to privacy.							
6e.	Utilizes and responds appropriately to technologies and alerts that support clinical decision-making, error prevention, and care coordination.							
6f.	Utilizes and begin to evaluate patient data and information.							

		MID-COURSE				FINAL		
Core competency 7		**P**	**F**	**NI**		**P**	**F**	
Professionalism and Professional Values: Applies the principles of altruism, excellence, caring, ethics, respect, communication, civility, and accountability.								
Criteria			**F**	**NI**	**NA**		**F**	**NA**
7a.	Takes responsibility and accountability for learning, actions and quality of work without blaming others or making excuses.							
7b.	Complies with Pennsylvania State University, College of Nursing, program & course policies, procedures and requirements.							
7c.	Is honest and trustworthy and demonstrates the professional standards of moral, ethical, and legal conduct.							
7d.	Demonstrates flexibility and tolerance for change, ambiguity, and unpredictability.							
7e.	Performs effectively and maintains self-control during difficult or unexpected situations and conditions.							
7f.	Maintains a culture of civility and kindness treating all individuals with dignity and respect.							
7g.	Demonstrates professionalism, including attention to appearance, demeanor, respect for self and others, and attention to professional boundaries with patients and families, staff and faculty.							
7h.	Remains alert and attentive during clinical time.							
7i.	Performs duties in a reliable, responsible, and dependable manner.							
7j.	Provides evidence of preparation for clinical experiences							
7k.	Arrives at clinical experiences and completes work on time.							

<p style="text-align:center;"><u>Mid-Semester Evaluation</u></p>

Instructor Comments:

Student Comments:

Student's Signature: _____ Date_____

Instructor's Signature: _____ Date_____

<p style="text-align:center;"><u>Final Evaluation</u></p>

Instructor Comments:

Student Comments:

Student's Signature: _____ Date_____

Instructor's Signature: _____ Date_____

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The Pennsylvania State University

Ross and Carol Nese College of Nursing

REMEDIATION PLAN AND OUTCOME

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Criteria	Description of unsatisfactory behavior

Please use back of form if necessary for additional detail

PLAN

The SPECIFIC skills, knowledge, and COMPETENCIES that must be demonstrated to meet course objective(s) including time frame when appropriate:

Suggested resources and activities:

Failure to meet the expectations of the remediation plan and all clinical objectives will result in a clinical failure for this course.

Instructor's Signature:_____ Date:_____

Student's Signature:_____ Date:_____

Date of Follow-up Conference:_____

OUTCOME

Follow-up conference (Please check one of the following):

☐ Has overcome deficiencies and now meets objective(s)
☐ Has not overcome deficiencies and does not meet objective(s)

Comments:

Instructor's Signature:_____ Date:_____

Student's Signature:_____ Date:_____