

NRS 408: Transition to Professional Practice

Clinical Evaluation

Semester/Year: _____

Student Name: _____

Clinical Faculty Name: _____

Preceptor/Instructor Name: _____

Preceptor/Instructor SIGNATURE: _____ (return form to Clinical Faculty once complete)

Evaluation Guidelines

The following specific evaluation guidelines are used to determine the student's clinical performance and grade. They indicate how well the student has met the program outcomes and are an overall judgment of the level of the student's clinical practice.

Directions:

For Student: The student will complete a final self-evaluation using the Likert scale for each program outcome. The student will also provide at least one specific clinical example in the comment box of how they were able to meet each outcome.

For Preceptor: The preceptor will complete their component of the final evaluation using the Likert scale for each program outcome. The preceptor may provide any comments necessary to support rating for each program outcome. Preceptors are not required to document comments unless student is performing at 2.5 or below.

For CFC: The CFC evaluates the student using feedback from student's final self-evaluation and preceptor's component of the final evaluation for each program outcome. The CFC may provide any comments necessary to support rating for each program outcome. CFC's must document comments if student is performing at 2.5 or below, and must complete an Academic Professional Plan.

Performance Rating Definitions

- **1: Not Performing** CF/CI/Preceptor/CFC is required to document concerns and plan for strengthening. Not performing indicates a designation of no pass for the specific program outcome.
 - Unable to function, even with guidance, for the performance of activities at a safe level.
 - Clinical performance reflects inability to provide appropriate nursing care.
 - Demonstrates substantive gaps in necessary knowledge for the student's level and unable to integrate knowledge and skills.
 - Requires constant detailed instructions to identify learning opportunities or utilize resources.
- **2: Underperforming** CF/CI/Preceptor/CFC is required to document concerns and plan for strengthening. Underperforming indicates a designation of no pass for the specific program outcome.
 - Usually requires intense guidance for the performance of activities at a safe level.
 - Clinical performance reflects difficulty in the provision of nursing care.
 - Demonstrates gaps in necessary knowledge for the student's level and unreliably integrates knowledge and skills.
 - Requires frequent prompting regarding learning opportunities and resources.
- **3: Performing to Expectations**
 - Generally functions satisfactorily for the student's level with reasonable guidance in the usual clinical situation.
 - Demonstrates average performance of nursing care for the student's level.
 - Demonstrates accurate and appropriate knowledge for the student's level usually integrates appropriate knowledge with skills.
 - Recognizes learning opportunities and resources and utilizes appropriately.
- **4: Exceeding Expectations**
 - Functions with little or no guidance, except in very complex situations.
 - Demonstrates above average performance of nursing care for the student's level.
 - Demonstrates accurate and appropriate knowledge for the student's level and consistently integrates appropriate knowledge with skills.
 - Consistently self-directed in approach to learning and utilization of resources.
- **5: Exemplary Clinical Practice**
 - Consistently functions with little or no guidance, even in very complex situations.
 - Demonstrates outstanding performance of nursing care for the student's level.
 - Demonstrates superior knowledge for the student's level and reliably integrates appropriate knowledge with skills.
 - Proactively takes initiative to seek out learning opportunities and resources.

The Likert scale provides increments of 0.5 if your rating falls between defined values.

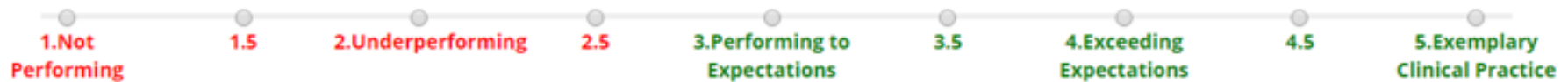
Complete FINAL Evaluation Responses

Program Outcome 1 (Required)

Provide safe, high-quality nursing care to individuals by:

- delivering person-centered care while respecting the diversity of human experience;
 - Demonstrates conceptual synthesis and effective clinical reasoning in planning and implementing a plan of care.
 - Demonstrates caring for multiple clients or a population through the use of multiple theories and evidence based practice.
 - Consistently demonstrates cultural humility in care delivery to clients and populations served.
- creating safe care environments;
 - Describes processes used in safety analysis of errors and near misses in systems of care.
- ensuring high-quality care outcomes;
 - Applies quality improvement principles to identify gaps in local initiatives compared to national or system established benchmarks within the health care system of the population served.
 - Interprets data and makes recommendations to improve the overall quality of care provided to populations within healthcare systems.
 - Achieves safe, quality nursing care outcomes demonstrating efficient use of resources.
- supporting their spiritual and mental well-being;
 - Evaluates strategies designed to promote the spiritual health of the individual and population served.

* Performance Rating:



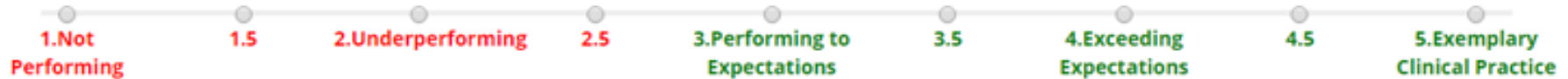
Preceptor/Instructor Final Comments:

Program Outcome 2 (Required)

Deliver holistic nursing care to populations (individuals, families, groups, communities, and systems) across a healthcare continuum by:

- advocating for social justice and health equity including global and cultural perspectives;
 - Advocates for policy changes that mitigate asset deficiencies known to drive healthcare outcomes at appropriate levels - individual, families and/or aggregated populations.
- discovering the best available evidence to support clinical decisions;
 - Evaluates the efficacy of using multiple types of evidence in clinical decision making and the achievement of positive outcomes for groups of clients/populations.
- practicing ethical decision making;
 - Demonstrates consistent nursing practice within the ethical and legal codes of healthcare delivery.

* Performance Rating:



Preceptor/Instructor Final Comments:

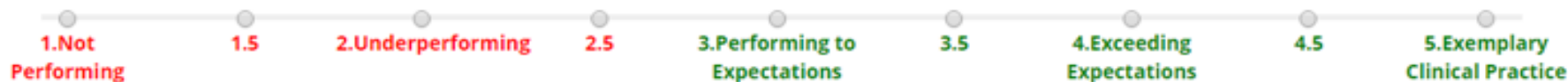
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Program Outcome 3 (Required)

Contribute to the nursing profession by:

- assuming responsibility for personal and professional behaviors;
 - Designs and applies behavior management techniques for making positive changes in behavior.
- engaging in lifelong learning;
 - Seeks out mentors to support future growth and development in the professional role of nursing.
- collaborating with inter- and intra-professional team members;
 - Demonstrates collaboration with other disciplines in the implementation of holistic care, including health promotion and disease/injury prevention.
- communicating with excellent written, verbal, and non-verbal skills;
 - Consistently writes with clarity and uses appropriate writing formats well.
- creating innovation through transformative leadership;
 - Embraces the mindset, attitudes and behaviors which go with transformational leadership in pursuit of innovation.

* Performance Rating:



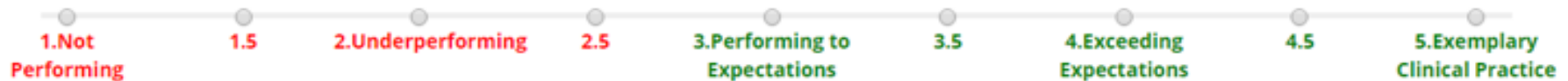
Preceptor/Instructor Final Comments:

Program Outcome 4 (Required)

Improve health care delivery across the continuum of care by:

- understanding the impact of complex adaptive systems on health and healthcare;
 - Demonstrates systems leadership in promoting inter-professional collaboration and quality improvement
- employing emerging technology and information management systems;
 - Participates in evaluation activities which assess the usefulness of information and client care technologies designed to support safe and effective nursing care within specific clinical settings and within populations.
- assuring high quality, clinically-competent care in diverse settings;
 - Actively communicates with members of the interprofessional team, when noticing a change in indicators of health.
- analyzing the effects of social and health policy on population health;
 - Critiques national and global health and wellness initiatives.

* Performance Rating:



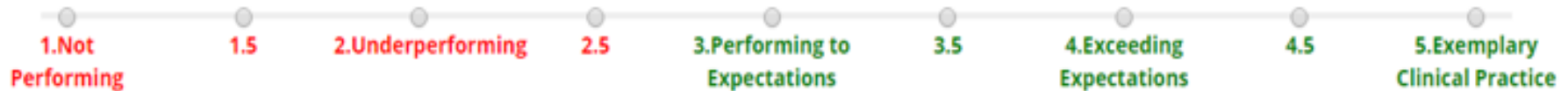
Preceptor/Instructor Final Comments:

Program Outcome 5 (Required)

Create and support healthy work environments by:

- engaging in ongoing self-care and personal reflection;
 - Designs an individualized plan for self-care for implementation as a newly licensed registered nurse.
- cultivating resilience and emotional intelligence in self and others;
 - Consistently uses emotional-social intelligence skills to strengthen leadership capacity in the clinical setting and relationship building.
- supporting optimal health and wellness in self and others;
 - Demonstrates utilization of the healthcare setting policies to reduce work place hazards.

* Performance Rating:



Preceptor/Instructor Final Comments: