**Nursing Practice Evaluation Tool: Critical Elements**

**Christine E. Lynn College of Nursing**

**Student** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Clinical Placement** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Faculty** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Semester/Year \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Critical Elements:** The following standards are critical to safety in professional nursing practice. Failure to demonstrate safe performance in any of these Critical Elements is failure in the course regardless of proficiency in the performance of other nursing care behaviors or written work. The 6 Cs (confidence, compassion, comportment, competent, conscience, and commitment) are embedded within each critical element.

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| --- | --- |
| 1. **Provides patient centered care, which focuses on including patients in all decisions and providing compassionate care.**
2. **Demonstrates authentic presence and caring behaviors that nurture wholeness (active listening and responding to “that which matters to those nursed”).**
3. **Collaborates with other health care providers in designing a plan of care and meeting the patient’s calls for nursing using appropriate professional communication skills.**
4. **Demonstrates an ability to understand calls and responses, including multiple ways of knowing and critical thinking in analyzing and interpreting calls and responses, which may include the use of evidence, technology, and quality improvement data.**
5. **Maintains a safe environment in the delivery of nursing care that prevents real or potential harm to patients and their families.**
 | Yes \_\_\_\_ No \_\_\_\_Yes \_\_\_\_ No \_\_\_\_ Yes \_\_\_\_ No \_\_\_\_Yes \_\_\_\_ No \_\_\_\_Yes \_\_\_\_ No \_\_\_\_ |

**Performance Scale**

**MS** = **Minimal supervision**. Consistently meets evaluation criteria with minimal direction. A satisfactory score of “S” must be achieved on each of the 6 caring competencies and the critical elements by the final clinical performance evaluation in order to proceed in the program. (93-100%)

**D = Developing (demonstrating improvement)**: Performance is improving and becoming more consistent; needs moderate level of assistance or supervision, seeks learning experiences. By the final evaluation for the course, all DI’s must be S’s to pass the course at minimum 73%. A satisfactory score of “S” must be achieved on each of the 6 caring competencies and the critical elements by the final clinical performance evaluation in order to proceed in the program. (87-92%)

**E = Emerging** Meets Expectations - Partial demonstration of skills. Inefficient or uncoordinated. Delayed time expenditure**.** A developmental plan should be prepared collaboratively for areas of “improvement needed” in formative evaluations**.** All E’s must be Ds or MS by midterm. A satisfactory score of “S” must be achieved on each of the 6 caring competencies and the critical elements by the final clinical performance evaluation in order to proceed in the program. (73-86%)

**W = Weak, Needs Improvement**: Performance is inconsistent and/or needs high level of assistance or supervision (60% - 70%). Strengths and areas for improvement should be identified in a comprehensive evaluation by the 3rd week of clinical. A developmental plan should be prepared collaboratively for areas of “improvement needed” in formative evaluations. A score of W requires a faculty narrative along with a formal action plan. A score of W post midterm requires a formal meeting with the clinical faculty, BSN Clinical Coordinator, and the student. **Two W’s after the formal meeting will result in NE and failure of the course. (67-72%)**

**NE = Not Evident:** Does not meet expectations even after remediation/developmental plan; unable to demonstrate procedures. Lacks confidence, coordination and efficiency. (66-0%)

**N/O = Not observed:** No opportunity to observe or perform. A score of N/O prior to midterm needs to be evaluated by the clinical faculty and BSN Clinical Coordinator and an initiation of a formal action plan.

**Final Grade will be:**

**S = Satisfactory (MS, D, E)**: Consistently meets evaluation criteria with minimal direction (73%-100%). A satisfactory score of “S” must be achieved on each of the 6 caring competencies and the critical elements weekly evaluation in the final clinical performance evaluation in order to proceed in the program.

**U = Unsatisfactory (W, NE):**  Performance does not meet evaluation criteria.

The student will complete self-evaluations of clinical performance at mid-semester and at completion of the course. The supervising faculty member will conduct weekly evaluations, a mid-semester progress evaluation and final clinical evaluation at the end of the semester.

**Mid-Term Evaluation**

Student Comments:

Student Signature and Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Faculty Comments:

Faculty Signature and Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**Final Evaluation**

Student Comments:

Student Signature and Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Faculty Comments:

Faculty Signature and Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_