

Nursing Practice Evaluation Tool: MidTerm and Final Evaluation
Christine E. Lynn College of Nursing

Course _____ Semester _____ Student _____

Date of Mid Term Evaluation _____ Date of Final Evaluation _____

Faculty _____ Preceptor _____

6 C's	Clinical Competency	Criteria used to identify successful accomplishment of the competency	Clinical Performance Rating	
			MidTerm	Final
Becoming Competent	Ethical / Legal	Examines State Laws and Rules within the purvey of policies and procedures in the context of organizational safety		
	Resource Management	Exemplifies efficient management of time and resources		
	Education	Identifies opportunities for evidence informed education to clients and/or peers		
Becoming Compassionate	Professional Values	Demonstrates compassion on and off the unit according to professional standards		
	Caring	Demonstrates commitment to compassionate caring in all interactions with all persons within the organization		
Demonstrating Comportment	Interprofessional Communication	Fosters professional relationships to enhance communication within the organization		
	Therapeutic Communication	Uses verbal and non-verbal communication professionally		

	Technology	Understands the use of technology in organizational decision-making		
Becoming Confident	Role of the BSN Student	Actively seeks opportunities to improve processes to benefit the organization and eventually client care		
	Leadership Competency	Uses leadership principles to assess and respond to organizational needs		
Attending to Conscience	Personal Knowing	Demonstrates self-care in decision-making		
Affirming Commitment	Data Collection	Demonstrates an awareness of facility policies for gathering data to comply with patient safety standards		
	Prioritization	Outlines and proposes plans to meet organization needs		

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.

1. Engage in reflective practices that engenders professional growth and organizational safety Yes ____ No ____
2. Collaborate within the interprofessional team to promote a compassionate environment Yes ____ No ____
3. Maintain open communication and contribute to organization efficiency and effectiveness Yes ____ No ____
4. Demonstrate initiative in the leadership role Yes ____ No ____
5. Practice self-care, including managing conflict between personal and professional values. Yes ____ No ____

6. Complies with facility policies.

Yes ____ No ____

CLINICAL PERFORMANCE EVALUATION RUBRIC

Scale/ Label	Standard Procedure	Performance Quality	Assistance
MS (minimal supervision)	94-100% Safe/Accurate	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.	Minimal direction required
D (Developing)	84-93% Safe/Accurate	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 74%. 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.	Occasional direction
E (Emerging)	74-83% Mostly Safe/ Accurate	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.	Frequent direction
NS (Needs Supervision)	67-73% Questionably Safe/ Accurate	Performance is inconsistent and/or needs high level of assistance or supervision. 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 NS requires a faculty narrative along with a formal action plan. A score of NS post midterm requires a formal meeting with the clinical faculty, BSN Clinical Coordinator, and the student. Two NS's after the formal meeting will result in NE and failure of the course.	Continuous direction
NE (Not Evident)	0-66% Unsafe/Inaccurate	Does not meet Expectations even after remediation/developmental plan Unable to demonstrate procedures. Lacks confidence, coordination and efficiency.	Continuous direction

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.

Mid-Term Evaluation

Student Comments:

Student Signature and Date: _____ Date: _____

Preceptor Comments:

Preceptor Signature and Date: _____ Date: _____

Faculty Comments:

Faculty Signature and Date: _____ Date: _____

Final Evaluation

Student Comments:

Student Signature and Date: _____ Date: _____

Preceptor Comments:

Preceptor Signature and Date: _____ Date: _____

Faculty Comments:

Faculty Signature and Date: _____ Date: _____