

Clinical Evaluation of Pre-licensure Nursing Students

• Purpose

- o** To provide for fair and consistent evaluation of student competencies and safety that is congruent with course and program objectives.

• Applicability

- o** This applies to all pre-licensure students in clinical settings.

• Protocol

- o** Faculty will evaluate each student's clinical performance in a fair and consistent manner based on the clinical course learning outcomes.
- o** Faculty will utilize the methods established within each course for evaluating student achievement of course learning outcomes.
- o** Faculty will maintain documentation supporting either a satisfactory or unsatisfactory student performance.
- o** Faculty will provide students with timely formative feedback identifying progress and, if necessary guidance on how to improve or enhance clinical performance. This process will be formalized in a midpoint evaluation conference.
- o** Faculty will utilize the approved clinical evaluation instrument to provide a written summative evaluation reviewed with each student at the end of the clinical rotation.
- o** Faculty will forward signed, by faculty and student, final summative evaluation to the Pre-licensure Nursing Program Office at the end of each session/semester.

• Procedure

- o** At the beginning of each clinical rotation the clinical faculty will:
 - Review with the students the learning outcomes, expected level of performance, and methods of evaluation.
 - Review and clarify with students the use of the evaluation tool in the course.
 - Identify and share with students how performance data is obtained: direct observations by faculty and preceptors, oral and written assignments, and/or simulation activities, and self-evaluation.
 - Clarify with students the process for documenting and sharing formative information.
 - Clarify with students when the evaluation process becomes summative.
 - Schedule face to face or synchronous time with each student to share midpoint and final evaluation.
 - Maintain documentation of student performance in accordance with the University policy for record retention.
 - Any copies of the evaluation given to students should be copied into a PDF file.

- **Definitions**

- o Formative evaluation: provides feedback to students about progress in order to enable them to develop further. It is diagnostic, not graded.
 - o Summative evaluation: documents accomplishment of clinical learning outcomes.
 - o Documentation: includes, but not limited to, copies of written work with faculty feedback, anecdotal notes of observations, student feedback rubrics, and flow sheets.

- **Forms**

- o Obtained respectively in each clinical course.