

**ALLEGANY COLLEGE OF MARYLAND
NURSING PROGRAM
CRITICAL BEHAVIORS
GUIDELINES FOR STUDENT EVALUATION**

Students are continuously evaluated throughout each nursing course, and may be called in for a conference whenever deemed necessary by the instructor: i.e. if the student is doing marginal or unsatisfactory work. Students will be expected to achieve established nursing clinical behaviors for the current semester and to maintain nursing clinical behaviors from past semesters. Students are expected to integrate knowledge from previous lectures into their clinical practice. Clinical behaviors are all critical. The student will receive written anecdotal notes when clinical performance is unsatisfactory. Students will be expected to improve clinical performance to a satisfactory level. Every student will receive a formal, written evaluation from the clinical instructor at the end of each course.

Whenever evaluations are given, each student is expected to bring to the final clinical conference a completed copy of the Clinical Evaluation Tool, thereby completing a self evaluation. Rating levels identified on the form are defined as follows:

RATING LEVELS

UNSATISFACTORY:

Fails to meet any one of the established critical behaviors identified for each nursing course. Unsatisfactory ratings at the end of the course in one or more critical behaviors will result in failure in the clinical area, and failure in the course.

SATISFACTORY:

Meets all the established critical behaviors identified for the nursing course.

DEFINITIONS OF TERMS:

Guidance - needs one to one interaction with clinical instructor to meet expected clinical outcome on three to four separate occasions.

Minimal Guidance - needs one to one interaction with clinical instructor to meet expected clinical outcome on one or two occasions.

Supervision - clinical instructor provides direction to meet expected clinical outcome on three to four separate occasions and is available if problems arise.

Minimal Supervision - clinical instructor provides direction to meet expected clinical outcome on one or two occasions and is available if problems arise.

Independent - clinical instructor/RN facilitator provides minimal direction.

Critical Behaviors

ASSESSMENT

Nursing 120

With guidance performs assessment of 8 basic needs on selected clients.

With guidance, utilizes information from a) client, b) kardex and c) client's chart related to the 8 basic needs.

With guidance, collects data by physical assessment techniques of inspection, palpation, auscultation as related to course content.

Nursing 150

With minimal guidance performs complete assessment of 8 basic needs and related information to course content.

Locates and utilizes information from a) client, b) kardex and c) client's chart related to the 8 basic needs.

Collects data by physical assessment techniques of inspection palpation and auscultation related to the medical/surgical client.

Nursing 205/206

Performs assessment of 8 basic needs identifying how they are affected by various pathologies and developmental stages related to course content.

Uses all sources available (client, kardex, chart, staff, significant support person (s) to gather information pertinent to 8 basic needs.

Collects data by physical assessment techniques of inspection, palpitation and auscultation, pertinent to the pediatric and maternity client.

Collects additional data by physical and emotional assessment techniques on the physical manifestations of mental health problems.

Nursing 215

Independently performs assessment of 8 basic needs on assigned clients and identifies how these needs are affected by various pathologies related to course content.

Independently uses all sources available (client, kardex, chart, significant support person (s) to gather information pertinent to 8 basic needs.

Collects data by physical assessment techniques of inspection, palpation, and auscultation pertinent to the medical/surgical client.

ASSESSMENT
(CONTINUED)

Nursing 120

With guidance, performs developmental assessment according to Erickson's theory of development on selected clients.

With guidance, performs assessment of emotional, cultural, religious and spiritual influences on the client's health.

Establishes a baseline on client's health status through assessment according to course content.

Continuously monitors health status of client by making observations pertinent to established needs of client based on course content.

With guidance, identifies changes in health status related to course content.

Nursing 150

With minimal guidance, performs developmental assessment according to Erickson's theory of development on selected clients.

With minimal guidance, performs assessment of emotional, cultural, religious and spiritual influences on the client's health.

Establishes a baseline on client's health status through initial assessment prior to beginning client care according to course content.

Continuously monitors health status of client by making observations pertinent to established needs of client based on course content.

With minimal guidance, identifies changes in health status related to course content.

Nursing 205-206

Performs developmental assess according to Erickson's theory of development on selected clients.

Performs assessment of emotional, cultural, religious and spiritual influences on the client's health.

Establishes a baseline on client's health status through initial assessment prior to beginning client care according to course content.

Continuously monitors health status of client by independently making observations pertinent to established needs of client according to course content.

Identifies changes in health status related to course content.

Nursing 215

Independently performs developmental assessment according to Erickson's theory of development on selected clients.

Independently performs assessment of emotional, cultural, religious and spiritual influences on the client's health.

Independently established a baseline on client's health status prior to beginning client care according to course content.

Continuously monitors health status of client by independently making observations pertinent to established needs of client.

Independently identifies changes in health status related to course content.

ASSESSMENT
(CONTINUED)

Nursing 120

Lists and defines admitting diagnosis.

With guidance, categorized needs according to Maslow's hierarchy.

Nursing 150

Lists and defines all diagnosis related to course content that affect client care.

Categorized needs according to Maslow's hierarchy.

Nursing 205/206

With minimal guidance, examines chart to determine all pertinent data that affect client care. Defines all appropriate medical diagnoses in care plan.

With minimal guidance, prioritizes needs according to Maslow's hierarchy.

Nursing 215

Independently examines chart to determine all pertinent data that affect client care. Defines all appropriate medical diagnoses in care plan.

Independently prioritizes needs according to Maslow's hierarchy.

NURSING DIAGNOSIS

Nursing 120

Identifies actual and high risk nursing diagnosis of individual clients according to course content.

With guidance, compares data collected to established norms.

Nursing 150

With minimal guidance, identifies actual and high risk nursing diagnoses of clients based on analysis of assessment data.

With minimal guidance, analyzes assessment data to identify abnormalities and state significance according to course content.

Nursing 205/206

With minimal guidance, identifies all actual and high risk nursing diagnoses of clients based on analysis of assessment data.

With minimal guidance, analyzes assessment data to identify abnormalities and state significance according to course content.

Nursing 215

Independently identifies all actual and high risk nursing diagnoses of clients with complex health care needs based on an analysis of assessment data.

Independently, analyzes assessment data to identify abnormalities and state significance according to course content.

NURSING DIAGNOSIS
(CONTINUED)

Nursing 120

With guidance, states nursing diagnosis as client problem + cause (s).

With guidance, establishes priority of nursing diagnoses according to Maslow's hierarchy.

Identifies underlying physiology of select nursing diagnoses.

Nursing 150

With minimal guidance, correctly states nursing diagnoses as client problem + cause (s).

With minimal guidance, establishes priority of nursing diagnoses, according to Maslow's hierarchy.

With minimal guidance, identifies underlying pathology of actual and high risk nursing diagnoses according to course content.

With guidance, identifies new diagnoses that arise in assigned client throughout clinical experience.

Nursing 205/206

Correctly states nursing diagnosis as client problem + cause(s).

Independently establishes priority of nursing diagnosis according to Maslow's hierarchy.

With minimal guidance, identifies underlying pathology of actual and high risk nursing diagnosis related to course content.

Identifies new diagnoses that arise in assigned client throughout clinical experience.

Nursing 215

Correctly states nursing diagnosis as client problem + cause(s).

Independently establishes priority of nursing diagnosis according to Maslow's hierarchy.

Independently identifies an underlying pathology of actual and high risk nursing diagnoses according to course content.

Identifies new diagnoses that arise in assigned client(s) throughout clinical experience.

Nursing 120

With guidance, develops a plan of care of an individual client with selected nursing diagnoses related to course content.

With guidance, involves the client and other health care personnel in formulating plan of care.

States desired outcomes based on course content.

Develops teaching/learning plan for a selected nursing diagnosis to be delivered in a simulated situation.

With guidance identifies appropriate rationale for nursing interventions.

Nursing 150

With minimal guidance, utilizes information gathered in assessment to formulate plan of care of an individual client with select nursing diagnoses related to course content.

Involves the client, significant support person (s) and health personnel in formulating plan of care.

States desired outcomes for selected nursing diagnoses of an individual client.

With guidance, develops teaching/learning plan for a client or select group of client.

With minimal guidance identifies appropriate rationale for nursing interventions.

Nursing 205/206

With supervision, utilizes information gathered in assessment to formulate a plan of care for an individual client with specialized health care needs according to course content.

Involves client and/or significant support person (s) and health personnel in formulating plan of care.

States desired outcomes for nursing diagnoses related to course content.

With minimal guidance, develops teaching/learning plan for a client or select group of clients appropriate for audience.

Independently identifies appropriate rationale for nursing interventions.

Nursing 215

Independently, utilizes information in assessment to formulate a plan of care for individual or multiple clients with complex health care needs related to course content.

Involves client, significant support person(s), health personnel in formulating plan of care.

States desired outcomes for nursing diagnosis for clients with complex health care needs related to course content.

Refines and develops teaching/learning plan for a client or select group of clients.

Independently identifies appropriate rationale for nursing interventions for clients or groups.

PLANNING (CONTINUED)

Nursing 120

With guidance, plans to administer medications to a client by identifying the medical diagnosis, (diagnoses), weight, allergies, appropriate lab values, scheduled diagnostic tests, and/or pertinent data that would influence medicine intake.

Nursing 150

With guidance, develops any necessary alternate plan of care based on evaluation of assessed needs while providing care and has it verified by instructor/team leader.

With minimal guidance, plans to administer medications to a group of clients by identifying the medical diagnoses, weight, allergies, appropriate lab values, scheduled diagnostic tests and/or other pertinent data that would influence medicine intake for each client.

With guidance, prepares client care assignment for student team member.

Nursing 205/206

With minimal guidance, develops any necessary alternate plan of care based on evaluation of assessed needs while providing care and has it verified by instructor/team leader.

With supervision, plans to administer medications to a group of clients by identifying the medical diagnoses, weight, allergies, appropriate lab values, scheduled diagnostic tests and/or other pertinent data that would influence medicine intake for each client.

Nursing 215

Develops any necessary alternate plan of care based on evaluation of assessed needs while providing care and has it verified by instructor/team leader.

With minimal supervision, plans to administer team medication by identifying medical diagnoses, weight, appropriate lab values, scheduled diagnostic tests, and/or other pertinent data that would influence medicine intake for each client.

With minimal guidance, prepares client care assignments for student team members.

With guidance of RN facilitator, completes a client care assignment.

PLANNING (CONTINUED)

Nursing 120

With guidance, completes proposed schedule for time management.

Nursing 150

With minimal guidance, completes a proposed schedule for time management.

Nursing 205/206

Completes a proposed schedule for time management including physical, educational, and developmental needs of select clients related to course content.

Nursing 215

Independently completes a proposed schedule for time management including physical, educational, and developmental needs of select clients related to course content.

IMPLEMENTATION

Nursing 120

With guidance, implements caring and deliberative nursing action for clients with selected nursing diagnoses in a safe, efficient and cost-effective manner.

With guidance, implements the prescribed care regimen within the legal, ethical, and regulatory framework of nursing practice.

With guidance, organized time, care, equipment to completes assignment on time.

Nursing 150

With minimal guidance, implements caring and deliberative nursing actions for clients in a safe, efficient and cost effective manner.

With minimal guidance, implements the prescribed care regimen within the legal, ethical, and regulatory framework of nursing practice.

With minimal guidance, organized time, care and equipment to complete assignment of individual and multiple clients on time.

Nursing 205/206

With supervision, implements caring and deliberative nursing action for clients with specialized health care needs in a safe, efficient and cost effective manner.

With minimal guidance, implements the prescribed care regimen within the legal, ethical, and regulatory framework of nursing practice.

With supervision, organized time, care and equipment to complete assignment for individuals and multiple clients on time.

Nursing 215

With minimal supervision, implements caring and deliberative nursing actions for clients with complex health care needs in a safe, efficient and cost effective manner.

With minimal supervision, implements the prescribed care regimen within the legal, ethical, and regulatory framework of nursing practice.

With minimal supervision, organized time, care and equipment to complete assignment on time for the care of a group of clients.

IMPLEMENTATION
(CONTINUED)

Nursing 120

With guidance, establishes priorities of care pertaining to basic needs.

With guidance, establishes, maintains, and terminates therapeutic nurse-client relationships.

Utilizes basic therapeutic communication skills with client and health team.

With guidance, reports pertinent information relating to client's condition to Team Leader/Instructor.

Nursing 150

With guidance, establishes priorities of care based on client needs.

With minimal guidance, establishes, maintains, and terminates therapeutic nurse-client relations.

With guidance, utilized verbal, non-verbal, and written skills to effectively communicate with individuals or groups.

With minimal guidance, reports pertinent information relating to client's condition, including change in health status, to Team leader and Instructor.

Nursing 205/206

With minimal guidance, establishes priorities of care based on client needs for one or more clients.

With supervision, establishes, maintains and terminates therapeutic nurse-client-significant support person(s) therapeutic relationships.

With supervision, utilized verbal, non-verbal, and written skills to effectively communicate with individuals or groups.

With minimal supervision, reports pertinent information relating to client's condition, including changes in health status to Team Leader and Instructor.

Nursing 215

Independently establishes priorities of care based on client needs for clients with complex health care needs.

With minimal supervision, establishes, maintains and terminates therapeutic nurse-client-significant support person(s) therapeutic relationships.

With minimal supervision, utilizes verbal, non-verbal, and written skills to effectively communicate with individuals or groups.

With minimal supervision, reports pertinent information relating to clients condition for a group of patients including changes in health status.

**IMPLEMENTATION
(CONTINUED)**

Nursing 120

Implements teaching/learning plan for a selected nursing diagnosis in the classroom setting.

Recognizes the role of the members of the multidisciplinary health team.

With guidance, safely provides appropriate care for a client in diverse settings.

Reviews Unit Assignment sheet to identify appropriate staff members providing care.

Nursing 150

With guidance, implements individual teaching plans to meet selected learning needs for the client and/or significant support person(s), according to theory content.

With guidance, implements community teaching project to promote wellness or health maintenance in classroom setting.

With guidance, collaborates with members of the multidisciplinary health team to meet the needs of individual client.

With guidance, implements an alternative plan of care based on evaluation of needs, while providing care as previously verified by Instructor or Team Leader.

With guidance, safely provides and manages care for a client or a group of clients in diverse settings.

With guidance, delegate's client care assignments to student team member

Nursing 205/206

With supervision, implements teaching plan to meet learning needs of client and /or significant support person(s) according to theory content.

With supervision, implements community teaching project to promote wellness or health maintenance.

Collaborates with members of the multidisciplinary health team to meet the needs of the individual client.

With supervision, implements an alternative plan of care based on evaluation of assessed needs, while providing care, as previously verified by Instructor or Team Leader.

With supervision, safely provides and manages care for a client or group of clients in diverse settings.

With minimal guidance, assumes same day assignments and collaborates with members of the health care team.

Nursing 215

With minimal supervision, implements teaching plans to meet learning needs of the client and/or significant support person(s) according to theory content.

With minimal supervision, implements community teaching project to promote wellness or health maintenance.

Collaborates with members of the multidisciplinary health team to meet the needs of the individual.

With minimal supervision, implements an alternative plan of care based on evaluation of assessed needs, while providing care as previously verified by Instructor or Team Leader.

With minimal supervision safely provides and manages care for a client or group of clients in diverse setting.

Independently delegates client care assignments to student team members collaborating with the health care team. Assumes same day assignments.

IMPLEMENTATION
(CONTINUED)

Nursing 120

With guidance, identifies sources of conflict on nursing unit and possible solutions to conflicts.

With guidance, implement priorities of nursing care activities when providing care for 1-2 clients.

With guidance, gives preconference report on assigned client.

Nursing 150

With supervision, identifies sources of conflict and possible solutions to conflicts on the nursing unit.

With guidance, facilitates post conference based on assigned topic and client situations.

With guidance, implements priorities of care for client or for a group of clients.

With minimal guidance give preconference reports on assigned clients reflecting pertinent data.

Nursing 205/206

With minimal supervision, identifies sources of conflict and possible solutions to conflicts on nursing unit.

With minimal guidance, facilitates post conference based on assigned topic and client situations.

With supervision, implements priorities of care for a client or a group of clients.

With guidance, listens to shift report and identifies pertinent components of care of a newly assigned client.

Nursing 215

Identifies sources of conflict in the care of assigned client. Participates in post conference.

With minimal supervision, facilitates post conference based on assigned topic and client situations.

With minimal supervision, implements priorities of care for a group of clients.

With minimal supervision give preconference report on assigned client reflecting pertinent data.

With guidance, give shift report for a group of client.

EVALUATION

Nursing 120

With guidance, evaluates a plan of care based on client outcomes for selected clients.

Nursing 150

With minimal guidance, evaluates the effectiveness of the plan of care based on client outcomes for individual client and revises as necessary.

Nursing 205/206

Evaluates the effectiveness of the plan of care based on client outcomes for clients with specialized health care needs and revises as necessary.

Nursing 215

Independently evaluates the effectiveness of the plan based on client outcomes of care of clients with complex health care needs and revises as necessary.

EVALUATION
(CONTINUED)

Nursing 120

With guidance evaluates attainment of desired outcomes.

Evaluates effectiveness of teaching in a simulated setting.

Nursing 150

With minimal guidance, evaluates attainment of desired outcomes and specifically evaluates each nursing action based on client response.

With guidance, identifies modifications required in plan of care when desired outcomes are not obtained.

Evaluates effectiveness of client teaching completed by self.

Identifies modification required in teaching plan when client's significant support person(s)'s learning needs have not been met.

With guidance, evaluates completion of proposed schedule for time management.

Nursing 205/206

With supervision, evaluates attainment of desired outcomes and specifically evaluates each nursing action based on client response.

With minimal supervision identifies modifications required in plan of care when desired outcomes are not obtained.

Evaluates effectiveness of client teaching completes either by self or health care team members.

Identifies and implements modified teaching plan when client's/significant support person(s)' learning needs have not been met.

Evaluates effectiveness of community teaching projects.

With supervision, evaluates completion of proposed schedule for time management.

Nursing 215

With minimal supervision evaluates effectiveness of desired outcomes and specifically evaluates each nursing action based on client response.

Independently identifies modifications required in plan of care when desired outcomes are not obtained.

Evaluates effectiveness of client teaching completed either by self or health care team members.

Identifies and implements modified teaching plan when client's/significant support person(s)'s learning needs have not been met.

Evaluate effectiveness of community teaching project.

With minimal supervision evaluates completion of proposed schedule for time management.

TECHNICAL SKILLS

Nursing 120

Performs selected technical skills according to scientific principles in a safe, efficient and accountable effective manner.

Performs selected technical skills according to scientific principles.

With guidance, recognized own and clients feeling related to the skill.

Nursing 150

Maintains and improves technical skills learning in Nursing 120, performs more selected skills and bases performance of all skills on scientific principles in a safe, efficient and accountable effective manner.

Maintains and improves technical skills learning in previous semester, performs more selected skills and based performance on scientific principles.

With minimal guidance, recognized own and clients feelings related to the skill.

Nursing 205/206

Maintains and improves technical skills learned in the first year, performs more complex selected skills and bases performance of all skills on scientific principles in a safe, efficient and accountable effective manner.

Maintains and improves technical skills learned in previous semester, performs more selected skills and bases performance on scientific principles.

With supervision, recognized own and clients feeling related to the skill.

Nursing 215

Independently performs technical skills previously learned, and with minimal guidance, performs more complex skills and bases performance of all skills on scientific principles in a safe, efficient accountable effective manner.

Maintains and improves technical skills learned in previous semester, performs more selected skills and bases performance on scientific principles.

With minimal supervision, recognized own and clients feeling related to the skill.

PROFESSIONAL ROLE

Nursing 120

Demonstrates behaviors appropriate for a member within the discipline of nursing.

Seeks assistance for skills when situation encountered is beyond students knowledge and experiences.

Nursing 150

Performs activities which promote own personal and professional growth by independent study, self direction in clinical, and self-evaluation.

Seeks assistance for skills when situation encountered is beyond students knowledge and experience.

Nursing 205/206

Perform activities which promote own personal and professional growth by independent study, self-direction in clinical, and self-evaluation.

Seeks assistance for skills when situation encountered is beyond students knowledge and experience.

Nursing 215

Assumes responsibility for continuing personal and professional growth by independent study, self-direction in clinical and self-evaluation.

Seeks assistance for skills when situation encountered is beyond students knowledge and experience.

PROFESSIONAL ROLE
(CONTINUED)

Nursing 120	Nursing 150	Nursing 205/206	Nursing 215
Identifies and avoids evident environmental hazards.	Identifies and avoids potential and evident environmental hazards.	Identifies and avoids potential and evident environmental hazards.	Identifies and avoids potential and evident environmental hazards.
Identifies need to advocate for client rights.	With guidance, collaborates with interdisciplinary health team to advocate for client rights.	With supervision, collaborates with interdisciplinary health team to advocate for client rights.	With minimal supervision, collaborates with interdisciplinary health team to advocate for client rights.
Assumes responsibility for nursing actions.	Assumes responsibility for nursing actions.	Assumes responsibility for nursing actions.	Assumes responsibility for nursing actions.
Assumes responsibilities for own learning and consequences associated with these choices according to course content.	Assumes responsibilities for own learning and consequences associated with these choices according to course content.	Assumes responsibilities for own learning and consequences associated with these choices according to course content.	Assumes responsibilities for own learning and consequences associated with these choices according to course content.
Comes to health care agency prepared to provide safe care.	Come to health care agency prepared to provide safe care.	Comes to health care agency prepared to provide safe care.	Comes to health care agency prepared to provide safe care.
Participates in self-evaluation by identification of strengths and limitations.	With guidance, evaluates self-strengths and limitations and identifies learning goals.	With minimal guidance, evaluates self-strengths and limitation and identifies learning goals.	Independently evaluates self-strengths and limitations and identifies learning goals.
Follows institutional policies when in community and clinical setting(s).	Follows institutional policies when in community and clinical setting(s).	Follows institution policies when in community and clinical setting(s).	Follows institutional policies when in community and clinical setting(s).

PROFESSIONAL ROLE
CONTINUED

Nursing 120

Identifies positive and negative aspects of clinical experience through self-evaluation.

Communicates truthfully in verbal and written form.

Is able to identify confidential information and maintain confidentiality.

Displays professional values of respect, altruism, autonomy, human dignity, integrity, and social justice as described in the American Nurses Association, (ANA), Code of Ethics in attitude, communication and dress.

Seeks guidance when indicated.

Complies with Allegany College of Maryland Nursing Policies when in community and clinical setting(s).

Seeks assistance when situation encountered is beyond student's knowledge and expertise.

Utilizes CAI (computer aided instruction) to enhance knowledge of nursing process and to enhance learning.

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Nursing 150

Identifies positive and negative aspects of clinical experience and states personal objectives for self-improvement through self-evaluation.

Communicates truthfully in verbal and written form.

Maintains and promotes professional regard for confidentiality.

Displays professional values of respect, altruism, autonomy, human dignity, integrity, and social justice as described in the American Nurses Association, (ANA), Code of Ethics in attitude, communication and dress.

Seeks guidance when indicated.

Complies with Allegany College of Maryland Nursing Policies when in community and clinical setting(s).

Seeks assistance when situation encountered is beyond student's knowledge and expertise.

Utilized CAI to enhance knowledge of nursing process, enhance learning and aid in making decisions regarding care of clients.

Nursing 205/206

Identifies positive and negative aspects of clinical experience and states personal objectives for self-improvement through self-evaluation.

Communicates truthfully in verbal and written form.

Maintains and promotes professional regard for confidentiality.

Displays professional values of respect, altruism, autonomy, human dignity, integrity, and social justice as described in the American Nurses Association, (ANA), Code of Ethics in attitude, communication and dress.

Seeks guidance when indicated.

Complies with Allegany College of Maryland Nursing Policies when in community and clinical setting(s).

Seeks assistance when situation encountered is beyond student's knowledge and expertise.

Utilized CAI to enhance knowledge of nursing process, enhance learning and aid in making decisions regarding care of clients.

Nursing 215

Identifies positive and negative aspects of clinical experience and states personal objectives for self-improvement through self-evaluation.

Communicates truthfully in verbal and written form.

Maintains and promotes professional regard for confidentiality.

Displays professional values of respect, altruism, autonomy, human dignity, integrity, and social justice as described in the American Nurses Association, (ANA), Code of Ethics in attitude, communication and dress.

Seeks guidance when indicated.

Complies with Allegany College of Maryland Nursing Policies when in community and clinical setting(s).

Seeks assistance when situation encountered is beyond student's knowledge and expertise.

Utilized CAI to enhance knowledge of nursing process, enhance learning and aid in making decisions regarding care of clients Utilized computer technology to do a self-assessment of the nursing level of knowledge prior to NCLEX-RN

