

## CNS Student Clinical Evaluation

Student's Name:

# of Hours Completed:

Preceptor's Name:

Course Title & #: NURS

<b>COMPETENCY AREA: Direct Care</b>	CONSIDERABLE guidance needed	MODERATE guidance needed	Fairly CONSISTENT in meeting competency goals	CONSISTENT & Self-directed in meeting competency goals	N/A
1. Conducts comprehensive, holistic wellness and illness assessments					
2. Obtains data about context and etiologies necessary to formulate differential diagnoses and plans of care, and to identify and evaluate of outcomes.					
3. Employs evidence-based clinical practice guidelines to guide screening and diagnosis					
4. Assesses the effects of interactions among the individual, family, and community on health and illness.					
5. Identifies potential risks to patient safety, autonomy and quality of care based on assessments across the patient, nurse, and system.					
6. Assesses the impact of environmental/system factors on care.					
7. Synthesizes assessment data, advanced knowledge, and experience, using critical thinking and clinical judgment to formulate differential diagnoses for clinical problems amenable to CNS intervention.					
8. Prioritizes differential diagnoses to reflect those conditions most relevant to signs, symptoms, and patterns amenable to CNS interventions.					
9. Selects interventions that may include, but are not limited to application of advanced nursing therapies, initiation of interdisciplinary communications to benefit patient care, management of patient interventions and psychosocial support including patient counseling and spiritual interventions					
10. Designs strategies, including advanced nursing therapies, to meet the multifaceted needs of complex patients and groups of patients.					
11. Develops evidence-based clinical interventions and systems to achieve defined patient and system outcomes.					
12. Uses advanced communication skills within therapeutic relationships to improve patient outcomes.					
<b>COMPETENCY AREA: Consultation</b>	CONSIDERABLE guidance needed	MODERATE guidance needed	Fairly CONSISTENT in meeting competency goals	CONSISTENT & Self-directed in meeting competency goals	
1. Provides consultation to staff nurses, medical staff, and interdisciplinary colleagues					
2. Initiates consultation to obtain resources as necessary to facilitate progress toward achieving identified outcomes...					
3. Communicates consultation findings to appropriate parties consistent with professional and institutional standards.					
4. Analyzes data from consultations to implement practice improvements.					
<b>COMPETENCY AREA: Systems Leadership</b>	CONSIDERABLE guidance needed	MODERATE guidance needed	Fairly CONSISTENT in meeting competency goals	CONSISTENT & Self-directed in meeting competency goals	
1. Facilitates the provision of clinically competent care by staff/team through education, role modeling, teambuilding, and quality monitoring.					
2. Performs system level assessments to identify variables that influence nursing practice and outcomes, including but not limited to: Population variables, System of health care delivery, Regulatory requirements, Internal and external political influences/stability, Health care financing and Recurring practices that enhance or compromise patient or system outcomes.					
3. Determines nursing practice and system interventions that will promote patient, family, and community safety...					
4. Uses effective strategies for changing clinician and team behavior to encourage adoption of evidence-based practices and innovations in care delivery					
5. Provides leadership in maintaining a supportive and healthy work environment.					
6. Provides leadership in promoting interdisciplinary collaboration to implement outcome-focused patient care programs meeting the clinical needs of patients, families, populations, and communities.					
7. Develops age-specific clinical standards, policies, and procedures.					
8. Uses leadership, team building, negotiation, and conflict resolution skills to build partnerships within and across systems,					

including communities.					
9. Coordinates the care of patients with use of system and community resources to assure successful health/illness/wellness transitions, enhance delivery of care, and achieve optimal patient outcomes.					
10. Considers fiscal and budgetary implications in decision making regarding practice and system modifications. Includes cost/benefit analysis of implementation or withdrawal of intervention.					
11. Leads system change to improve health outcomes through evidence-based practice: a. Specifies expected clinical and system level outcomes. b. Designs programs to improve clinical and system level processes and outcomes. c. Facilitates the adoption of practice change					
12. Evaluates impact of CNS and other nursing practice on systems of care using nurse-sensitive outcomes					
13. Disseminates outcomes of system-level change internally and externally					
<b>COMPETENCY AREA: Collaboration</b>	CONSIDERABLE guidance needed	MODERATE guidance needed	Fairly CONSISTENT in meeting competency goals	CONSISTENT & Self-directed in meeting competency goals	
1. Assesses the quality and effectiveness of interdisciplinary, intra- agency, and inter-agency communication and collaboration.					
2. Establishes collaborative relationships within and across departments that promote patient safety, culturally competent care, and clinical excellence					
3. Provides leadership for establishing, improving, and sustaining collaborative relationships to meet clinical needs.					
4. Practices collegially with members of the healthcare team so that all providers' unique contributions to health outcomes will be enhanced.					
5. Facilitates intra-agency and inter-agency communication					
<b>COMPETENCY AREA: Coaching</b>	CONSIDERABLE guidance needed	MODERATE guidance needed	Fairly CONSISTENT in meeting competency goals	CONSISTENT & Self-directed in meeting competency goals	
1. Coaches patients and families to help them navigate the healthcare system.					
2. Designs health information and patient education appropriate to the patient's developmental level, health literacy level, learning needs, readiness to learn, and cultural values and beliefs.					
3. Provides education to individuals, families, groups, and communities to promote knowledge, understanding and optimal functioning across the wellness-illness continuum.					
4. Participates in pre-professional, graduate and continuing education of nurses and other health care providers by completing a needs assessment as appropriate to guide interventions with staff; promoting professional development of staff nurses and continuing education activities, implementing staff development and continuing education activities and mentoring nurses to translate research into practice.					
5. Contributes to the advancement of the profession by disseminating outcomes of CNS practice through presentations and publications...					
6. Mentors staff nurses, graduate students, and others to acquire new knowledge and skills and develop their careers.					
7. Mentors health professionals in applying the principles of evidence-based care.					
8. Uses coaching and advanced communication skills to facilitate the development of effective clinical teams.					
9. Provides leadership in conflict management and negotiation to address problems in the healthcare system.					
<b>COMPETENCY AREA: Research</b>	CONSIDERABLE guidance needed	MODERATE guidance needed	Fairly CONSISTENT in meeting competency goals	CONSISTENT & Self-directed in meeting competency goals	
1. Analyzes research findings and other evidence for their potential application to clinical practice					
2. Integrates evidence into the health, illness, and wellness management of patients, families, communities, and groups					
3. Applies principles of evidence-based practice and quality improvement to all patient care.					
4. Assesses system barriers and facilitators to adoption of evidence- based practices.					
5. Designs programs for effective implementation of research findings and other evidence in clinical practice					
6. Cultivates a climate of clinical inquiry across spheres of influence by evaluating the need for improvement or redesign of care delivery processes to improve safety, efficiency, reliability, and quality and disseminating expert knowledge.					
7. Fosters an interdisciplinary approach to quality improvement, evidence-based practice, research, and translation of research into practice					
8. Participates in establishing quality improvement agenda for unit, department, program, system, or population					
9. Provides leadership in planning data collection and quality monitoring.					

10. Uses quality monitoring data to assess the quality and effectiveness of clinical programs in meeting outcomes.					
11. Develops quality improvement initiatives based on assessments.					
12. Provides leadership in the design, implementation, and evaluation of process improvement initiatives.					
13. Provides leadership in the system-wide implementation of quality improvements and innovations.					
14. Participates in conduct of or implementation of research which may include one or more of the following: Identification of questions for clinical inquiry, conduct of literature reviews, study design and implementation, data collection, data analysis and dissemination of findings					
<b>COMPETENCY AREA: Ethical Decision-Making, Moral Agency and Advocacy</b>	CONSIDERABLE guidance needed	MODERATE guidance needed	Fairly CONSISTENT in meeting competency goals	CONSISTENT & Self-directed in meeting competency goals	
1. Engages in a formal self-evaluation process, seeking feedback regarding own practice, from patients, peers, professional colleagues and others					
2. Fosters professional accountability in self or others.					
3. Facilitates resolution of ethical conflicts by identifying ethical implications of complex care situations, considering the impact of scientific advances, cost, clinical effectiveness, patient and family values and preferences, and other external influences and applies ethical principles to resolving concerns across the three spheres of influence					
4. Promotes a practice climate conducive to providing ethical care.					
5. Facilitates interdisciplinary teams to address ethical concerns, risks or considerations, benefits, and outcomes of patient care.					
6. Facilitates patient and family understanding of the risks, benefits, and outcomes of proposed healthcare regimen to promote informed decision making.					
7. Advocates for equitable patient care by: a. Participating in organizational, local, state, national, or international level of policy-making activities for issues related to their expertise. b. Evaluating the impact of legislative and regulatory policies as they apply to nursing practice and patient or population outcomes					
<b>Student Strengths:</b>	<b>Areas for development/improvement:</b>				

Preceptor's Signature/Date: \_\_\_\_\_

Student Signature/Date: \_\_\_\_\_

**\*Please return to:** Dr. Vicki L. Washington, DNP, RN, APRN, ACNS-BC, School of Nursing, Eastern Michigan University @ vwashing@emich.edu