



**Oregon Consortium for Nursing Education (OCNE)
Clinical Competency Assessment Tool**

The purpose of this tool is for the Clinical Teaching Associate (CTA) to provide feedback to the nursing instructor on the student's current level of performance, in order to provide guidance for improvement at midterm. The final assessment is used as one data point to determine the student's clinical performance grade, assigned by the instructor. Please read the definitions of competency level carefully and rate your student as accurately as possible. Variability among ratings, even in the best students, is expected.

Student Name: _____ **Date:** _____

Clinical Teaching Associate Name: _____ **Assessment period:** Mid- term Final

Total time you have personally supervised this student for the term (This answer should be provided by your student).

- < 12 hrs. (Do not complete assessment)
- 12 - 48 hrs.
- 49 - 96 hrs.
- 97 - 144 hrs.
- > 144 hrs.

Definition of Clinical Competency Levels

1. **Beginning:** Not yet effective in assessing, observing, recognizing patterns and deviations, or seeking information. Takes unfocused approach to organizing data, and requires assistance in diagnosing problems, planning interventions, and carrying out skills. Shows hesitance in communicating and responding to clinical scenarios.
2. **Developing:** Captures obvious patterns, makes attempt to monitor a variety of data, but overlooks some important information. Performs basic assessment and clinical skills, but still requires some guidance and direction. Shows solid foundation in leadership and communication abilities, though remains disorganized and hesitant in some aspects of clinical situations.
3. **Competent:** Safely assesses, seeking the most salient information, recognizing typical patterns and deviations from the expected, and plans interventions with minimal coaching. Is able to self-assess own level of proficiency and seeks assistance appropriately. Displays beginning independence with minimal supervision when performing more complex skills. Demonstrates beginning confidence and leadership ability, communicates effectively, requiring guidance in some clinical situations.
4. **Accomplished:** Effectively assesses, seeks information, recognizes patterns and deviations, and plans interventions. Displays confidence and leadership ability, communicates effectively, and requires guidance only in complicated cases. Demonstrates proficiency in most nursing skills, and requires minimal prompting in responding to clinical situations.



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Student Name: _____ Date: _____

Clinical Teaching Associate (CTA) name: _____ Assessment period: Mid-term Final

COMPETENCIES	Beginning	Developing	Competent	Accomplished	Not Applicable
PATIENT CENTERED CARE					
1. Conducts comprehensive psychosocial and physical health history that includes patient's perspective and considers cultural, spiritual, social considerations.					
2. Complete understanding and interpretation of assessment data.					
3. Able to anticipate risks related to assessment data.					
4. Integrates knowledge of pathophysiology of patient conditions.					
5. Decision making is based on sound clinical judgment and clinical reasoning.					
6. Advocates for patient as appropriate in multidisciplinary team discussions.					
7. Recognizes changes in patient status and conducts appropriate follow up.					
8. Prioritizes actions related to patient needs and delegates actions if appropriate.					
9. Establishes rapport with patients and family.					
SAFETY					
10. Demonstrates safe practices related to medication administration including rights, verification of allergies, two patient identifiers, read-back process, independent double checks for high alert medications.					
11. Demonstrates the safe use of equipment appropriate to setting such as IV set up, pumps.					
12. Educates patient on safety practices when administering medications, drawing blood, starting and IV, using PCAs.					
13. Communicates observations or concerns related to hazards to patients, families and the health care team and uses the organizational reporting system for errors.					
14. Applies basic principles and practices of sterile asepsis while administering injections, placing urinary catheters, performing open wound care.					
EVIDENCE BASED PRACTICE					
15. Uses library, internet and colleagues to efficiently manage information.					
16. Locates, critically reviews and applies scientific evidence and medical literature.					
17. Understands the principles of evidence based practice and applies to pain management.					
TEAMWORK AND COLLABORATION					
18. Establishes rapport with patients and family.					
19. Communicates with inter-professional team.					
20. Asks questions to appropriate team member when unsure about any aspect of care.					
21. Is receptive to input from others, not becoming defensive.					

COMPETENCIES	Beginning	Developing	Competent	Accomplished	Not Applicable
TEAMWORK AND COLLABORATION (continued from previous page)					
22. Documents patient assessment data in complete and timely fashion.					
23. Able to interpret physician and inter-professional orders.					
24. Able to work as part of a team.					
25. Uses appropriate language and tone when resolving conflict.					
PROFESSIONALISM					
26. Able to keep track of multiple responsibilities and complete tasks within expected time frames.					
27. Recognizes and reports unsafe practice by self and others.					
28. Able to work autonomously and be accountable for own actions.					
29. Behavior is ethical & honest as judged by ANA ethical principles.					
30. Expresses importance and demonstrates habits for life-long learning.					
31. Complies with legal and regulatory requirements relevant to nursing practice.					
QUALITY					
32. Evaluates and implements systems-improvement based on clinical practice data.					
33. Understands quality improvement methodologies.					
INFORMATICS					
34. Navigates the electronic health record.					
35. Utilizes clinical technologies (e.g. Smart Pumps, monitors).					
OVERALL CLINICAL COMPETENCE [RATE]					

COMMENTS

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v2 updated and approved by OCNE Coordinating Council, Feb 7, 2018.

v3 minor updates to correct checkboxes on overall rating. March 8, 2019.

