



Hospital and Community Preceptor Midterm and Final Evaluation

Student Name:	Student Number:
Preceptor:	Clinical Placement:

Code: (1) Unsatisfactory – deficient in awareness, knowledge, and/or ability; poor motivation for learning; lacks accountability; places patient/client at risk; needs significant more learning and effort to achieve an acceptable performance

(2) Satisfactory – consistently meets expectations of awareness, knowledge, and/or ability; performs consistently at acceptable level; accountable; building independence

(3) Excellent – exceeds expectations; performs consistently above acceptable standard and at an advanced level

Concept/Area of Practice	Description	(1) Unsatisfactory	(2) Satisfactory	(3) Excellent
Professional Practice	Takes accountability and responsibility for own decisions & actions (seeks assistance/resources as needed; readily and positively accepts, seeks, and utilizes preceptor feedback consistently; take initiative; seeks out learning opportunities and ongoing improvements; incorporates sound evidence; prepares for clinical).			
	Collaborates with preceptor and identifies learning needs.			
	Attends clinical shifts as scheduled and on time.			
	Adheres to CNO standards of practice, policies & procedures (e.g., protection of health information, privacy, security, scope of practice, ethics, professional boundaries, reflective practice).			
	Role-models qualities of cultural humility, honesty, resilience, and integrity, including equitable, inclusive, non-discriminatory, and anti-racist behaviours.			
Communication & Collaboration	Establishes therapeutic relationship with patients/clients (communicates effectively, explains interventions, demonstrates empathy, trust, respect, and the appropriate use of power).			
	Engages the patient/client in establishing goals and care planning; Explains and updates plan of care with patient/client.			
	Determines health teaching needs with patient/client and delivers appropriate evidence-based information.			
	Communicates pertinent information with preceptor and the intra- and inter-professional team			
	Demonstrates proficiency with documentation; information is clear, accurate and timely			

	Establishes respectful, supportive, and professional relationships with the health team; seeks consultation as needed; professional verbal/nonverbal communication			
	Handoff report is organized, thorough and accurate			
Critical Thinking & Evidence-informed decision-making	Demonstrates competence and proficiency with clinical skills (e.g., health assessment, sterile techniques, preparation of patients/clients for procedures, medication administration, pain management, community assessment, infection prevention, etc.)			
	Applies clinical reasoning and clinical judgment to patient/client care decisions (logical thought process; identifies normal and abnormal data; uses appropriate theories and models; seeks out various forms of evidence; identifies priorities).			
	Devises and implements evidence-based nursing actions; timely response to changes in patient/client status. Continually evaluates the plan of care, modifying it as needed.			
	Verbalizes sound reasoning with rationale for decisions			
Leadership & Followership	Organizes own workload/priorities, demonstrates effective time management skills, and the wise use of resources.			
	Displays leadership and confidence (e.g., initiative, commitment, advocacy, team player).			
	Demonstrates effective followership (e.g., teamwork, completion of tasks, identification of problems and providing and receiving feedback).			
	Supports the safe and effective coordination of care, case management, discharge planning, and transitions in care.			
Safety & Quality	Apply principles of safety that protect self, patients/clients, and the environment from harm (e.g., IPAC, fall prevention, comfort/caregiver rounds.			
	Evaluates potential/actual unsafe situations and report patient/client safety incidents, including near misses.			
	Integrates quality improvement principles into practice (participate in/evaluate QI unit activities).			
Medication Administration	Demonstrates principles and procedures for safe medication administration (if applicable).			
	Demonstrates sound medication knowledge (classification, use, dosage, route, side effects, nursing implications etc.)			
	Adheres to independent double checks for 'high alert' medication			

Areas of Strengths and Overview of Recent Patient/Client Care Assignments:


Areas Recommended for Professional Growth and Development with Examples:

Preceptor Name:

Preceptor Signature:

Student Name:

Student Signature:



Faculty Advisor Name:

Faculty Advisor Signature:

Antoinette Dimitroff



