

Leadership Student Performance Guidelines

Learning Environment

- Students are here to learn and must stay with their mentor.
 - “Married state” precepting – two individuals working closely together towards a common goal. Teaching moments could be missed if the preceptor is not present while the preceptee provides patient care.
- Pace of learning is determined together by the student and the mentor.

Assessment

- Performs physical assessments including head to toe assessments and focused system assessments, pain assessments and response to medication administration. **May NOT do initial/admission or final/discharge assessment.**
- Assists with data collection for completion of the admission health history. **May NOT document admission history.**
- Leadership students will support in patient discharge. **May NOT sign discharge paperwork.**

Documentation/Charting

- **All documentation will be reviewed and co-signed by RN preceptor.**
- Signatures will include first and last name followed by role of Leadership Student. The electronic medical record automatically records this in most cases. Any circumstances requiring writing out signatures must include first and last name followed by role of Leadership Student.
- Documents according to hospital standards for assessments, patient education, nursing interventions and tasks, end of shift summary, team conferences.
 - Plan of Care: May document on goals and interventions. **May NOT initiate or complete a care plan.**

Planning/Evaluation

- Contributes to the nursing care plan for each patient and assists in setting mutually agreed upon realistic patient goals.
- Seeks and utilizes feedback regarding nursing care to determine changes in the plan of care.

Interventions

All interventions will be reviewed and discussed with RN preceptor prior to implementation. Under the direct supervision of the preceptor RN, the following interventions are allowed.

- Observes or monitors behavior/health state and response to therapy.
- Participates in therapeutic communication. Communicates pertinent observations to appropriate members of healthcare team.
- Provides nursing care based on validated skills.
 - Vital signs
 - Transferring patients and assisting with patient mobility while adhering to MFB transfer requirements.

- Routine respiratory care such as pulse oximetry, O2 therapy, oral suctioning. **May NOT perform tracheostomy or ventilator care.**
- Tube feeding via bolus or pump administration. **May NOT insert or remove feeding tubes.**
- Bladder scanner use
- Catheterization – straight intermittent or indwelling urethral. **May NOT catheterize pediatric patients. May NOT insert or remove suprapubic catheters.**
- Catheter care including skin care, emptying, assessment
- Colostomy care
- Surgical drain care
- Wound care. **May NOT change wound vac dressings.**
- Suture/staple removal
- Peripheral intravenous (IV) access including initiating and discontinuing IV, converting IV to saline lock, site assessment and care, labeling and changing of tubing, administering peripheral IV antibiotics via piggyback. **May NOT access central IVs including medications, dressing changes, or discontinuing the central line.**
- May care for contact isolation, droplet isolation, and enteric isolation patients. **May NOT care for droplet-contact isolation patients (such as COVID patients).**
- **May NOT act as primary nurse in giving patient care. Receive or give report as primary care giver.**
- **May NOT take or acknowledge physician orders.**
- **May NOT sign off on consent forms.**
- **May NOT apply, maintain, or document restraints.**
- **May NOT do any intervention you do not feel competent in.**

Medications

- Will participate in patient and family teaching regarding medications.
- May administer medications **ONLY** under the following circumstances:
 - With the assigned preceptor, **no other preceptors or staff.**
 - The preceptor signs the witness field for **EVERY SINGLE MEDICATION.**
 - When the preceptor is confident in the Leadership student's abilities to safely administer and document medication administration and there is adequate time to allow for the extra time it takes to witness every single medication without interrupting the workflow.
 - **May NOT administer narcotics.**
 - **May NOT administer or witness for insulin, IV Heparin or hazardous drugs.**
 - **May NOT administer or witness for blood or blood product transfusions.**
 - **May NOT administer peritoneal dialysis.**

For questions, please contact the Clinical Educators at:

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