

Clinical Feedback for AUT Nursing Student

Thank you for being a mentor/preceptor for an AUT Nursing student and supporting their clinical practice development. Written feedback is a useful adjunct that allows the student to reflect on their development in relation to the University expectations.

Focus feedback to student on the four Nursing Council competency domains:

- **Professional Responsibility**; e.g. accountability, knowledge, initiative
- **Management of Nursing Care**; e.g. effective assessment and care planning, appropriate independence
- **Interpersonal (Nurse-Client) Relationships**; e.g. cultural safety, anticipation of needs, sensitivity
- **Interprofessional Health Care and Quality Improvement**; e.g. practice development, collaboration, participation

Use the form to indicate (0 – 5) how often you have observed particular skills and/or behaviours; give example to illustrate student's practice:

0	Not observed or no opportunity to observe
1	Indicator may have been observed but unsatisfactory/unsafe; requiring intensive coaching
2	Observed but requiring on-going coaching and supervision
3	Observed intermittently with minimal prompting
4	Demonstrated with some consistency
5	Demonstrated with consistency and at high standard

Students may ask for interim feedback to assist their development – all students require feedback towards end of placement to demonstrate their development over time. Please note; RN feedback helps students and Clinical Educators understand the student's strengths and areas for further development. Please discuss any feedback of note with student as well as Clinical Educator.

Examples of feedback with goal of affirming observed practice

"I am clear about your goals and learning needs at this point"

"Your knowledge around this skill is very clear"

"You have demonstrated ability to anticipate client needs effectively"

"You are able to articulate client needs effectively in the health care team"

Examples of feedback with goal of developing practice further

"I want you to look that up then come back and explain this to me"

"Besides the obvious tasks, what is your plan of care for this patient/client?"

"That didn't go as well as it could have – how else do you think we can work with this client?"

"Why do you think that you are nervous about handing over? What would make it better?"

Examples of feedback with goal of alerting students who are clearly not at expected standard

"You still need to be directed to initiate client cares rather than being proactive with these"

"Despite the suggestions I have discussed with you, you do not seem to be able to organise your time well"

"It seems that you are not listening effectively to client or following up on their emotional needs"

"By not communicating this with the team, you have potentially jeopardised client outcomes"

"If these things do not improve you will not be able to demonstrate the clinical competencies"

Feedback on AUT Nursing Student Practice/Development

Student Name:

Practice setting:

Domain	Indicator of Domain	Observation	Example
Professional Responsibility	Accepts responsibility for actions and decision making within scope of practice and practices ethical decision making	0 1 2 3 4 5	Give example of when professional responsibility was demonstrated:
	Demonstrates accountability for monitoring and evaluating nursing care	0 1 2 3 4 5	
	Demonstrates appropriate reflection on and reasoned judgment about nursing practice.	0 1 2 3 4 5	
Management of Nursing Care	Uses comprehensive assessment skills appropriate to client health	0 1 2 3 4 5	Give example of when management of nursing care demonstrated:
	Shows ability to think independently and uses initiative in nursing practice	0 1 2 3 4 5	
	Assumes responsibility for own clinical judgment and action using relevant research to guide nursing care	0 1 2 3 4 5	
Interpersonal Relationships (Nurse Client)	Demonstrates respect, empathy and connection with the client. Communication shows flexibility and adaptability.	0 1 2 3 4 5	Give example of when interpersonal relationships demonstrated:
	Responds appropriately to the client's questions, requests and problems	0 1 2 3 4 5	
	Facilitates a relationship of independence, self-esteem and safety for the client. Supports and assists clients to exercise their rights	0 1 2 3 4 5	
Inter- professional Health Care and Quality Improvement	Collaborates, consults with and provides accurate information to the client and other health professionals about interventions or treatments	0 1 2 3 4 5	Give example of when interprofessional evidence based practice demonstrated:
	Initiates delivery and co-ordination of care in conjunction with colleagues and the health care team to maximise health outcomes for the patient/client	0 1 2 3 4 5	
	Works effectively in a team by respecting and accommodating different working styles	0 1 2 3 4 5	
Name and role of person giving feedback		Date	Signature
Signature of Charge Nurse/CE/Coordinator/Team Leader		Feedback discussed with student?	
Number of shifts worked with student		Comment:	