



## Clinical Instructor Orientation Competency Validation Tool

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**Approval:**  
Nursing Practice Council: 08/08

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Chief Nursing Officer/Vice President for Nursing

Nursing Faculty  
08/08 dis

The Children's Mercy Hospital  
Kansas City, Missouri

**Clinical Instructor  
Orientation Competency Validation Tool**

Name:	Employee #:
Department:	Job Title: Clinical Instructor
Date Orientation Began:	Date Orientation Completed:

<b>Initials of Evaluator</b>	<b>Signature and Title of Evaluator</b>

*After successful completion of this evaluation on this date, this provider is considered competent to deliver care as a Clinical Instructor.*

<b>Levels of Performance</b>
1. Little or no experience – needs supervision
2. Some experience – may require supervision/assistance
3. Competent, experienced – can perform without supervision
4. Competent, experienced – able to assess competency and teach others

\* Indicates CMH Core Competency – must be completed by all CMH staff nurses.

Shaded area indicates non-applicable competency for employee.

CMH policies that are applicable can be found on the Scope in the Patient Care Services Policies and Procedures.

Skill	Self Assessment (level of performance)	Date Done/ Initials	Not Done*	CMH Core
<b>Respiratory</b>				
1. Performs a respiratory assessment.				
2. Demonstrates use of O2 sat probe and sat monitor.				
3. Verbalizes use of O2 administration systems (NC, Face Mask, etc.)				
4. Demonstrates proper use of incentive spirometer.				
5. Demonstrates tracheostomy care.				
6. Demonstrates NP and Oral Suctioning.				
7. Verbalizes care of patient with Chest Tube.				
8. Demonstrates Emergency Airway Management.				
<b>Cardiovascular</b>				
1. Performs a cardiovascular assessment.				
2. Demonstrates lead placements and set up of CR monitor.				
3. Verbalizes care of patient pre and post cardiac catheterization.				
<b>Neurological</b>				
1. Performs neurological assessment.				
2. Verbalizes care of patient during a seizure.				
3. Verbalizes care of patient requiring lumbar puncture.				
4. Verbalizes care of patient requiring ventriculostomy.				
<b>Gastrointestinal</b>				
1. Performs gastrointestinal assessment.				
2. Verbalizes care of patient with NG drainage tube.				
3. Demonstrates NG placement and use.				
4. Demonstrates use of feeding pump.				
5. Demonstrates GT use and care.				
6. Verbalizes Ostomy care.				
7. Verbalizes care of patient receiving pH study.				
8. Verbalizes understanding of dietary restrictions, ordering trays.				
9. Verbalizes understanding of breastfeeding needs and breast milk storage.				
<b>Genitourinary</b>				
1. Performs genitourinary assessment.				
2. Demonstrates urethral catheter placement and care.				
3. Demonstrate urine dipstick procedure.				
<b>Integumentary:</b>				
1. Performs integumentary assessment.				
2. Verbalizes skin care interventions.				
3. Demonstrates wound care/dressing changes.				
<b>Musculoskeletal:</b>				
1. Performs musculoskeletal assessment.				
2. Verbalizes care of patient in cervical collar.				
3. Verbalizes care of patient in skeletal and skin traction.				
4. Verbalizes cast and splint care.				
<b>Growth and Development</b>				
1. Verbalizes understanding of growth and development stages.				
2. Verbalizes understanding of the role of child life therapists.				
<b>Psychosocial</b>				
1. Verbalizes available resources/Social Workers.				
2. Verbalizes S/S of child abuse.				
3. Verbalizes the implications of health care providers as mandated reporters.				

Skill	Self Assessment (level of performance)	Date Done/ Initials	Not Done*	CMH Core
<b>Pain Management</b>				
1. Verbalizes understanding of age-appropriate pain tools.				
2. Identifies Pain Management resources.				
3. Identifies need to reassess after pain intervention.				
<b>Medication Administration</b>				
1. Identifies medication resources available to nursing.				
2. Demonstrates medication administration/documentation.				
3. Locates medication administration policies.				
4. Demonstrates functions of Pyxis.				
5. Verbalizes the need to obtain daily Pyxis access via Charge RN.				
6. Demonstrates aseptic technique during medication preparation.				
<b>Cytotoxic Agents</b>				
1. Verbalizes safe handling/disposal of cytotoxic agents.				
<b>Car Seats</b>				
1. Verbalizes resources for obtaining car seat and education materials.				
<b>Code Pink/Code Blue</b>				
1. Verbalizes understanding of Code Pink Policy.				
2. Identifies location of Code Cart.				
<b>Communication</b>				
1. Demonstrates ability to locate emergency numbers (Code Blue/Fire).				
2. Demonstrates the ability to use tube system, dumbwaiter, paging system.				
3. Demonstrates the ability to access patient information.				
4. Demonstrates the ability to access policies and procedures.				
<b>Lab Collection</b>				
1. Identifies indications and procedure for serum lab collection.				
2. Demonstrates procedure for urine collection (catheter/clean catch).				
3. Verbalizes procedure for culture specimen collection.				
4. Demonstrates proper labeling/delivery of labs.				
<b>Infection Control</b>				
1. Demonstrates handwashing techniques entering and exiting patient room.				
2. Verbalizes use of isolation categories and appropriate barriers.				
<b>Peripheral Line Care</b>				
1. Verbalizes frequency of IV site assessment.				
2. Demonstrates proper heparinization and flushing techniques.				
<b>Equipment</b>				
1. Verbalizes operation of PCA pump.				
2. Demonstrates set up of IMED and troubleshooting of alarms.				
3. Demonstrates set up of syringe pump and troubleshooting alarms.				
4. Demonstrates set up of feeding pump and troubleshooting alarms.				
5. Verbalizes use of phototherapy and eye protection technique.				

Evaluator's Signature: \_\_\_\_\_ Date \_\_\_\_\_