

**CLEVELAND STATE UNIVERSITY**  
**School of Nursing**  
**Peer Evaluation of Teaching/Supervising Effectiveness: Clinical**

Instructor being evaluated \_\_\_\_\_ Date/time observed \_\_\_\_\_

Course Number and Title \_\_\_\_\_ Location \_\_\_\_\_

**Rating Scale: 5=excellent 4=very good 3=satisfactory 2=needs improvement 1=unsatisfactory NA = Not applicable or observed**

***I. Knowledge of field of study*** ***Comments***

- |    |  |   |   |   |   |   |    |
|----|--|---|---|---|---|---|----|
| 1. | Demonstrates clinical competence when supervising or teaching students | 1 | 2 | 3 | 4 | 5 | NA |
| 2. | Demonstrates up-to-date knowledge of clients                           | 1 | 2 | 3 | 4 | 5 | NA |
| 3. | Integrates evidence-based nursing & teaching into clinical instruction | 1 | 2 | 3 | 4 | 5 | NA |

***II. Thorough preparation*** ***Comments***

- |    |  |   |   |   |   |   |  |
|----|--|---|---|---|---|---|--|
| 4. | Conducts pre-conference and/or report                                  |   |   |   |   |   |  |
|    | • In a timely manner   | 1 | 2 | 3 | 4 | 5 |  |
|    | • Reviews student's preliminary care plan                              | 1 | 2 | 3 | 4 | 5 |  |
|    | • Questions students on prioritization of patient care                 | 1 | 2 | 3 | 4 | 5 |  |
| 5. | Assigns students to clients, staff nurses, or roles                    |   |   |   |   |   |  |
|    | • Appropriate to course objectives                                     | 1 | 2 | 3 | 4 | 5 |  |
|    | • According to student learning needs                                  | 1 | 2 | 3 | 4 | 5 |  |
|    | • Makes agency staff aware of student learning objectives and outcomes | 1 | 2 | 3 | 4 | 5 |  |
|    | • Posts assignments in writing   | 1 | 2 | 3 | 4 | 5 |  |
| 6. | Plans & conducts post conference to:                                   |   |   |   |   |   |  |
|    | • Promote additional learning  | 1 | 2 | 3 | 4 | 5 |  |
|    | • Attain course objectives   | 1 | 2 | 3 | 4 | 5 |  |
|    | • Reflect on students thoughts & feelings                              | 1 | 2 | 3 | 4 | 5 |  |
|    | • Provide a sense of closure/accomplishment                            | 1 | 2 | 3 | 4 | 5 |  |

***III. Intense Interest in students; sensitivity to student interests*** ***Comments***

- |    |   |   |   |   |   |   |  |
|----|---|---|---|---|---|---|--|
| 7. | Assists students in learning to care for clients      |   |   |   |   |   |  |
|    | • Reviews new procedures/skills                       | 1 | 2 | 3 | 4 | 5 |  |
|    | • Questions students on aspects of care               | 1 | 2 | 3 | 4 | 5 |  |
|    | • Emphasizes quality and safety concerns              | 1 | 2 | 3 | 4 | 5 |  |
|    | • Shares clinical expertise                           | 1 | 2 | 3 | 4 | 5 |  |
|    | • Maintains presence and approachability              | 1 | 2 | 3 | 4 | 5 |  |
| 8. | Evaluates students using clinical evaluation criteria |   |   |   |   |   |  |
|    | • Gives appropriate & timely feedback                 | 1 | 2 | 3 | 4 | 5 |  |
|    | • Communicates students' progress                     | 1 | 2 | 3 | 4 | 5 |  |
| 9. | Demonstrates rapport with students                    | 1 | 2 | 3 | 4 | 5 |  |
|    | • Calls students by name                              | 1 | 2 | 3 | 4 | 5 |  |
|    | • Maintains professional boundaries                   | 1 | 2 | 3 | 4 | 5 |  |
|    | • Respects student's individuality                    | 1 | 2 | 3 | 4 | 5 |  |

**Rating Scale:** 5=excellent 4=very good 3=satisfactory 2=needs improvement 1=unsatisfactory NA = Not applicable or observed

IV. <u>Open mindedness</u>						<u>Comments</u>
10. Uses objective data to evaluate students	1	2	3	4	5	
11. Adapts to changing student, patient, & organizational needs	1	2	3	4	5	
12. Welcomes different points of view & new ideas	1	2	3	4	5	
13. Encourages flexibility	1	2	3	4	5	

V. <u>Independence and integrity (Leadership)</u>						<u>Comments</u>
14. Enforces rules in Student Handbook & Nursing Standards of Clinical Practice						
• Counsels, coaches, & advises students	1	2	3	4	5	
• Dismisses unprepared students	1	2	3	4	5	
• Documents student counseling	1	2	3	4	5	
• Notifies course coordinator & UGPD	1	2	3	4	5	
• Makes appropriate student referrals	1	2	3	4	5	
15. Serves as a professional role model						
• Demonstrates rapport with staff & clients	1	2	3	4	5	
• Communicates effectively (verbal & written)	1	2	3	4	5	
• Displays behaviors of a continuous learner	1	2	3	4	5	
• Dresses according to School & agency policies	1	2	3	4	5	
• Communicates agency policies & procedures	1	2	3	4	5	
• Demonstrates adherence to school, agency, state, and federal regulations	1	2	3	4	5	

VI. <u>Intellectual enthusiasm transmitted to students</u>						<u>Comments</u>
16. Displays enthusiasm & passion for teaching nursing	1	2	3	4	5	
17. Shares professional experiences & expertise	1	2	3	4	5	
18. Relates didactic content to clinical objectives	1	2	3	4	5	
19. Promotes a climate that fosters learning	1	2	3	4	5	
20. Encourages students to seek higher education	1	2	3	4	5	

**Overall Rating:** Excellent \_\_\_\_\_ Very good \_\_\_\_\_ Satisfactory \_\_\_\_\_ Needs improvement \_\_\_\_\_ Unsatisfactory \_\_\_\_\_

Overall comments:

Check here if other comments are attached on an additional page.

Name and credentials of evaluator \_\_\_\_\_

Signature \_\_\_\_\_ Position \_\_\_\_\_

Date feedback was provided to the instructor \_\_\_\_\_