



**Division of Nursing
Evaluation of Clinical and Lab Adjunct Teaching Assistants**

- Faculty are responsible for directing and supervising their teaching assistant(s)/adjunct faculty. At minimum, each course coordinator/clinical coordinator will complete two visits to clinical/lab/classroom each semester/session. Return this form to the program director at semester/session end.
- The academic clinical nurse educator is responsible for facilitating learning primarily in the clinical setting, reports to an academic program of nursing education, and has input into the assessments of nursing learner clinical performance. This evaluation is based on the NLN Academic Nurse Educator Competencies (National League for Nursing, 2023).
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Teaching Assistant: _____ Semester/Year: _____

Course/Location of clinical: _____

M=Meets or Exceeds Expectations NA=Not observed NI=Needs Improvement (requires action plan)

			Date:			
Function within the Education and Health Care Environments						
Function in the Clinical Educator Role						
<ul style="list-style-type: none"> • Integrate classroom theory in the clinical setting. • Facilitate debriefing in post-conference. • Use technologies to support clinical teaching and learning - EHR, MAR, LMS • Act as a role model of professional nursing within the clinical learning environment. • Create a diverse, equitable, and inclusive learning environment. Promote a culture of safety and quality in the delivery of health care. 						
Operationalize the Curriculum						
<ul style="list-style-type: none"> • Facilitate clinical learning activities as assigned by course coordinator. • Facilitate simulation as assigned. • Provide input to the academic program through the course coordinator for course development, evaluation, and revision 						
Abide by Legal Requirements, Ethical Guidelines, and Agency Policies						
<ul style="list-style-type: none"> • Apply ethical and legal principles to create a safe clinical learning environment (e.g., privacy laws [HIPPA/FERPA], confidentiality, error/near-miss situation reporting, remediation, negligence, liability, scope/standards of practice) • Assess learner readiness prior to clinical learning experiences. • Adhere to program and clinical agency policies, procedures and practices (i.e., Dress code, attendance) • Demonstrate ethical and legal behaviors in the clinical nurse educator role. 						
Facilitate Learning in the Health Care Environment						
<ul style="list-style-type: none"> • Provide opportunities for learners to develop clinical judgment and demonstrate clinical skills. • Develop collegial working relationships with learners, faculty, and clinical environment personnel. • Demonstrate enthusiasm for teaching, learning, and nursing to inspire and motivate learners. 						
Demonstrate Effective Interpersonal Communication and Collaborative Inter-professional Relationships						

<ul style="list-style-type: none"> • Support an environment of frequent, respectful, culturally sensitive, and civil communication within the healthcare team and with others. • Use clear and effective communication in all interactions (e.g., written, electronic, verbal, non-verbal, virtual) • Respond to learner concerns, needs, or questions in a supportive manner. • Display a calm, empathetic, approachable, and non-judgmental demeanor in communications. • Manage conflict effectively. • Function as an accessible resource to learners and the healthcare team in the clinical learning environment. • Communicate performance expectations to learners and clinical staff (Posts student assignment/objectives to facility each clinical day) 			
Apply Clinical Expertise in the Health Care Environment			
<ul style="list-style-type: none"> • Maintain clinical skills relevant to the learning environment. • Provide client care using evidence-based practice and standards of care. • Demonstrate effective leadership within the clinical learning environment. • Adjust learner assignments based on client care needs to assure a culture of safety and to best align with course outcomes. 			
Facilitate Learner Development and Socialization			
<ul style="list-style-type: none"> • Mentor learners in professional nursing behaviors, professional integrity, and accountability. • Model professional boundaries. • Assist learners to use self-assessment, self-reflection, and goal setting. • Encourage the use of self-care techniques to promote wellbeing (e.g., relaxation, meditation, mindfulness). 			
Implement Effective Clinical and Assessment Evaluation Strategies			
<ul style="list-style-type: none"> • Communicate learner clinical performance to course faculty in a timely manner. • Maintain integrity (e.g., ethical, non-biased) in the assessment and evaluation of learners. • Provide timely, specific, objective, and constructive feedback to learners. • Complete student clinical/lab evaluation tool (sign and calculate SLO/final scores) at midterm and end of semester. • Track relevant Medicare reimbursement hours for clinical rotation. 			

Summary of clinical/lab visits:

Teaching Assistant: _____

Date: _____

Course/Clinical Coordinator: _____

Date: _____

Reference: National League for Nursing (2023). Certified Academic Clinical Nurse Educator (CNEcl) 2023 Candidate Handbook. https://www.nln.org/docs/default-source/default-document-library/cnecl-handbook_2023_revised-05.01.2023.pdf?sfvrsn=142f309f_3

Certification of an academic clinical nurse educator is available at <https://www.nln.org/certification/Certification-for-Nurse-Educators/cne-cl>