Disciplinary Interventions for Performance Improvement

When I faculty member determines that a student is not meeting one or more of the identified objectives for the course or is exhibiting behaviors that do not align with the nine core concepts threading throughout the SSU Nursing curriculum the following process should be followed:

**1. Verbal Warning:** if the initial breach is not a safety issue and the faculty determines that the problem can be resolved with a private conversation between student and faculty, this is the appropriate first step.

**Who should be involved:** FOR and student

Examples: student turning in one late assignment, coming unprepared to clinical (i.e. no name tag) or lab one time (no stethoscope)

**2. SBAR:** if the student has previously had a verbal warning and does not demonstrated the expected behavior or academic achievement and SBAR should be completed. This communication will be placed in the student file. Performance Contract will result from the issue(s) if not improved,

**S:** Situation

Describe the event(s) which have led to this written reminder

Two reminders on professional behaviors

**B:** Background

Give details of the evidence

4/12/12 Arrived to clinical setting late, without nametag

5/12/12 Arrived to clinical with no name tag nor watch

**A:** Assessment

Not currently meeting clinical outcome of Professionalism

**R:** Recommendations (mutual agreement)

Student will place all required clinical tools in small bag kept in location to grab and go to clinical.

**Who should be involved:** FOR, student, director of program or chair of department only if requested by FOR

**3. Performance Contract:** This contract serves to formally notify the student that the level of performance of certain clinical skills is below the minimum requirements for the specific course. When writing a performance contract, the specific objectives in the course that are not being met need to be clearly identified with examples of how the student is not meeting these requirements.

**Example:** Clinical objectives not met: Communication: Employs humanistic approach to promote positive interaction with clients/family. Employs effective communication modalities, which maintain or promote health in various populations.

*Evidence:* Staff has not observed the student initiating conversation or rapport with the client, engaging in inquiry and interacting with clients and family in order to improve learning, support patient education and promote optimal patient outcomes.

*Expectation:* To pass and remediate the student is required to: Demonstrate interactive communication using open-ended questioning, inquiry and dialogue to promote trust and confidence in collaboration with the client and the student.

It is expected that the student will successfully meet the course objectives and failure to do so will result in course failure and result in the following options.

1. No credit/Failing grade for course if no further progression in the course

2. Petition to the nursing faculty to re-enroll in the course will be required to continue in the program

Who should be involved: Director of program or Chair of department, FOR and student

**Templates for SBAR and Performance Contract available on the nursing website under faculty resources on the resource page.**

**Reviewed 11/2017**