

# Management of Student Performance Issues in Clinical Education

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## Gather Data

- Observe the student in different situations
- Talk to other members of the team for their perspectives
- Assess the student's strengths and weaknesses in knowledge, attitude and skills related to the problem.

## Take Time to Think / Reflect

- Was it a pattern of behaviour or did it occur once or twice?
- Did it negatively impact patient care or team functioning?
- Was it a student issue, a clinical educator issue, or a contextual issue?

## Decide Re Severity of The Problem

- Major: Client Safety Issue? Student Safety Issue? Ethical Issue? Interruption to Team Functioning?
- Minor: Efficiency Issue? Issue of Preference/Style?
- Compare student performance to expected competency level for the student's stage of learning

## Communicate

- With the student: Share, Discuss, Formulate plan
- With your facility student coordinator: For further resources, support, and perspective
- With the university: For advice, support, student resources, policies and procedures

## Formulate Plan

- Further opportunity for student to observe, practice, and receive feedback
- Formulate or revise learning contract
- Provide supplemental work for student, e.g. reading, simulation, journaling
- Arrange for student-preceptor-university discussion

## Document

- Clear, specific examples of concerns/issues/data
- Discussions with student, facility student coordinator, and university
- Specific intervention strategies, goals, plans, timelines
- Outcome: Clearly state if there is a possibility of placement failure

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