



Performance Assessment and Action Plan

A. <u>Purpose</u>

The purpose of this policy is to outline the process and guidelines for the assessment of academic performance, clinical performance, and professional conduct.

B. Persons Affected

The policy is to create a development plan of success for the University of Texas Rio Grande Valley (UTRGV) School of Nursing (SON) students in academic performance, clinical performance, and professional conduct.

C. <u>Definitions</u>

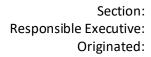
- 1. Academic performance: Students who score below the academic threshold grade of 75 on exams and below Level 2 on Assessment Technologies Institute (ATI) exams.
- 2. Clinical performance: Students who score below the academic threshold grade of 75 on clinical paperwork, assignments, presentations, or overall clinical grade.
- 3. Professional conduct: Students who do not abide by the SON Undergraduate Handbook clinical requirements ethical violations, or any other relevant factors related to professional conduct.

D. Policy

It is the policy of The University of Texas Rio Grande Valley School of Nursing (UTRGV SON) to describe the process and guidelines for addressing academic performance, clinical performance, and professional conduct,

E. Procedures

- 1. Performance measures: This includes academic performance below a certain threshold, clinical practice concerns, and professional conduct.
- 2. Documentation and communication:
 - a. The student will be notified by a faculty member or SON Academic coach via verbal or electronic communication with a scheduled time to meet with the student face-to-face or via Zoom (exams will not be reviewed via Zoom).
 - b. The student will be provided with the **Student Performance Assessment Form** (see attached) that must be completed prior to meeting with the faculty.
- 3. Development plan for success:
 - a. Students will meet with Faculty/SON academic coach to discuss and review the Student Performance Assessment Form.





- b. Once performance issues are identified, a **Student Success Action Plan** will be developed by the faculty and student.
- c. The **Student Success Action Plan** will be implemented and tailored to address the specific areas of concern which may include a combination of academic support, additional coursework, clinical practice opportunities, or other interventions.
- 4. Timeline and Progress Monitoring: Students will be required to meet weekly with Faculty/advisor to ensure the student is making satisfactory progress.
- 5. Faculty Support and Resources:
- 6. Resources will be documented on the available **Student Success Action Plan** to support students during the plan for success process. This includes referrals for tutoring, mentoring, counseling, or other UTRGV and SON academic support services.
- 7. Evaluation and Determination of Success: The plan for the success period will end once the student achieves a score at 75 and above on assessments/examinations, improved clinical performance, and professional conduct.
- 8. Consequences for Unsuccessful Success Plan: If the student is unable to successfully complete the student success action plan, the student may be required to retake the course as defined in the nursing student handbook if approved by the UAPG Committee or may be dismissed from the SON for inappropriate behaviors as defined in the SON Student Handbook.
- 9. The Student Performance Assessment and the Student Success Action Plan will be part of the student's administrative file.
- 10. Appeals process for course failures will be followed as defined in the UTRGV SON Student Handbook.

F. Related Statutes or Regulations, Rules, Policies, or Standards

Statutes: School of Nursing Handbook: https://mycourses.utrgv.edu/bbcswebdav/pid-8887146-dt-content-rid-96205082 1/xid-96205082 1

G. Dates Reviewed or Amended

Approved by SONFO September 18, 2023 Approved by Dean, Dr. Lilia A. Fuentes September 18, 2023

H. Attachments

- Student Performance Assessment Form
- Student Success Action Plan



UTRGV SCHOOL OF NURSING Student Performance Assessment Form

Da	te:		
Stu	ıdent Na	Name & SID:	Course/Section:
Exa	am #	and score:	
		and when the state of the state	and the state of t
		ons: The student will complete the form prior to	_
1.	Descri	ribe or explain any outside activities that may be	e arrecting your academic performance.
2.	Discus	ıss your study habits	
3.		us how you prepare for your exams	
4.		h of the following are part of your preparation f	
		PrepU Questions	
		☐ Videos on CoursePoint+	
		Animations on CoursePoint+	
		Reviewing PPT/lecture notes	
		Blueprint review	
		· .	T/with rationales
		- ,	
5.	What	t do you experience when taking the exam?	
		I cover the answer choices and think about w	hat the answer should be.
		I read the entire question.	
		I miss "Select all that apply."	
		I experience anxiety before the exam.	
		I experience distractions during the exam.	
6	Науру	you used nursing tutors at utrgv.edu/tutoring i	n the nast?
0.	⊓ave y	You used hursing tutors at <u>utility.edu/tutorining</u> i	ii tile past:
7.		you paired with Mentor/ Do you want a mento	r to guide you this semester?
		Comment:	

Reference: (Student Performance Assessment Form adapted from Lewis et al. (2019))



Lewis, C. L., Swanzy D. M., Lynch, C. M., & Dearmon, V.A. (2019). GROWTH: A strategy for nursing student retention. *Journal of Nursing Education*, 58(3), 173-177. https://doi.org/10.3928/01484834-20190221-09doi: 10.3928/01484834-20190221-09.

Revisions approved by task force November 12, 2024

Referred to SONFO Chair November 14, 2024.

Revision approved by SONFO on November 25, 2024

Approved by Lilia A. Fuentes, Dean-School of Nursing on December 10, 2024



STUDENT SUCCESS ACTION PLAN

Student Name/ SID:		Course:		Exam grade	Date:
Instruct	ions: The student and faculty wi	ll agree	to a plan based on the assessment of your exam performan	ce, clinical or conduc	t performance.
Root Cause Analysis Why Students Scored Low				Target Date	Comments/ Student will complete this portion based on the agreed plan
	Time management	Use of	SON Student Success Support center		
	Ctudy babits		Peer mentoring		
	Study habits		Tutoring services		
	Exam Preparation		Academic Coaching		
	Test-taking Experience	Use of	UTRGV campus resources:		
	rest taking Experience	Acade	mic advising		
	Lack of support services		Counseling center		
	Clinical Performance		Student accessibility center		
			Health services		
	Professional Conduct		Community resources		
			Learning Center		
		Use of	School of Nursing resources:		
		ATI Nu	rse Logic		
			Knowledge and clinical judgment		
			Nursing Concepts		
			Priority setting Frameworks.		
			Testing and Remediation		
			ATI Case Studies		
			ATI quizzes (min. 50 questions on specific topics)		
		Course	e point Resources		
			Prep U quizzes (minimum of 50 questions)		
			Concept Mapping on Lippincott advisor (min. 3)		



By signing, I agree to the pla	n above and understand this form and the Stude	nt Performance Assessment will be part of my administration	ve file.
tudent Signature & Date	Instructor Signature & Date	Student Success Coordinator & Date	