

## POLICY TITLE: Performance Improvement Contract-Knowledge/Skills

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Dates of Revision:

Faculty Sponsor(s): Lori Holt, Chad Sekutera, Evonne Young

Undergraduate Department Approval Date(s): January 10, 2023

### Policy:

[Performance Improvement Contract-Knowledge/Skills](#) (PIC-K/S) is a tool used in the evaluation process to assist students to be successful in their clinical rotations. It will be designed to assist the student in achieving measurable and attainable goals and to assure readiness for ensuing levels of nursing courses.

### Procedure:

Undergraduate students will receive ongoing assessments by faculty related to course objectives. When an area of concern is noted by faculty and/or clinical site staff which might preclude the student from successfully completing the clinical rotation, a PIC K/S will be implemented in conjunction with Lead Faculty (see attached form).

The process of Performance Improvement Contract-K/S will include:

1. Identification of clinical objectives that are not being met.
2. Development of measurable and attainable clinical outcomes with completion date(s).
3. Outcomes designed to assist the student in performance improvement resulting in satisfactory clinical evaluation ratings.
4. Follow-up meetings to support student success, will be arranged and documented by Clinical Instructor and/or Lead Faculty.
5. Completion of the PIC-K/S requires signatures of both the Lead Faculty and the student.
6. The student is responsible for improving their performance meeting the outcomes set forth in the PIC-K/S document by the predetermined completion date in order to pass clinical.

The PIC-K/S document is not a requirement for either passing or failing a clinical and/or course. Failure in a clinical course is not dependent on being placed on a PIC K/S. Failure of clinical results in failure of the course per Clinical Failure Policy.

**Rationale:** The PIC-K/S document is an invaluable tool to assist the student to achieve success with appropriate evaluation and remediation of his or her performance.

Click here for [Performance Improvement Contract-Knowledge/Skills](#)