

Performance Assessment and Action Plan

A. Purpose

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. Definitions

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 advisor 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/Advisor 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 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

Date Approved by Dean September 18, 2023

H. Attachments

- Student Performance Assessment Form
- Student Success Action Plan