



Advanced Nursing Practice Division Practicum Student Success Policy

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| Approval Authority: Faculty of Rutgers School of Nursing | |
| Policy Owner: Associate Dean, Advanced Nursing Practice Division | |
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1. Policy Statement

This policy is designed to support students by promptly identifying and addressing any deficiencies in clinical performance during practicum courses. The goal is to help students achieve the competencies required for safe, effective clinical practice through a structured yet flexible student success process.

2. Reasons for Policy

This policy applies to all students enrolled in practicum courses who are at risk of receiving an unsatisfactory performance evaluation and/or in need of remediation, whether in skills laboratories, simulation exercises, or direct practicum experiences and based on feedback from faculty or preceptors.

3. Who Should Review This Policy

All School of Nursing faculty, instructors, students and staff.

4. Definitions, Graduate Programs

Graduate Programs: MSN, DNP, and Post-Master's Certificate clinical programs.

5. The Policy

Graduate Programs

1. Early Identification and Feedback

Faculty are responsible for continuously monitoring student performance through skills labs, simulation sessions, and direct practicum evaluations.

Should a student's performance require remediation, faculty will provide immediate, constructive feedback and schedule a meeting with the student to discuss the specific areas that need improvement.

2. Development of the Student Success Plan

Using the designated ANP Student Success Plan for Practicum Experiences template attached as Appendix A, the clinical faculty will collaboratively develop a tailored student success plan with the student. The plan will detail:

- The frequency and length of meetings with a designated faculty member or mentor.

- Specific assignments, activities, or additional practice sessions designed to address the identified challenges.
- Formal assessments or checkpoints that must be completed.
- Clear deadlines for all student success tasks.
- Performance criteria that must be successfully met.

3. Acknowledgment and Sign-Off

Once developed, the student success plan must be reviewed with the student. The plan will then be signed by the student, the responsible course faculty member, the Specialty/Program Director, and the Academic Dean to confirm mutual understanding and commitment to the process.

4. Monitoring and Evaluation

Regular check-ins will be scheduled to track progress, provide ongoing guidance, and adjust the student success plan as needed. The student's improvement will be measured against the agreed-upon criteria throughout the student success plan period.

5. Outcomes and Consequences

The student success plan will be considered successfully completed when the student meets or exceeds the established performance criteria.

Should the student be unable to demonstrate the required improvement within the set deadlines, this may lead to a failure of the course discussed in accordance with institutional policies.

Failure to participate in or complete the student success process, including but not limited to attending meetings, completing assigned activities/tasks, and meeting established deadlines, will result in failure of the practicum course.

The student success plan must be completed before the end of the semester.

Support and Communication

We are committed to student success. Throughout the student success plan, faculty and advisors are available to offer guidance, clarify expectations, and discuss any challenges. Students are encouraged to proactively communicate any difficulties they encounter or request additional support when needed.

All information related to the student success process, including the student success plan, progress notes, and evaluation results, will be treated as confidential and shared only with those directly involved in the process (e.g., the student, faculty member, preceptor, specialty program director, and associate academic dean).

Additional Guidelines

For remediation related to clinical simulations or OSCE/TOSCE activities, please refer to the Simulation & Clinical Learning Handbook for further details and resources.

Appendix A. Student Success Plan for Practicum Experiences

Advanced Nursing Practice Division

This form is to be completed by a faculty member when a student has unsatisfactory performance in the practicum or laboratory setting. This could include performance in an Objective Structured Clinical Exam (OSCE), skills lab or during clinical practicum experiences.

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|----------------------------|--|
| Date: | |
| Student: | |
| Course: | |
| Faculty: | |
| Preceptor (if applicable): | |

The following presenting problem(s) have been identified:

All parties involved discussed and agreed upon the associated student learning outcomes that need to be met and the identified goals/objectives. List student learning outcomes and goals/objectives:

| Associated Student Learning Outcomes | Identified Goals/Objectives |
|--------------------------------------|-----------------------------|
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Plan:

| Student | Tasks | Deadline Dates |
|---------|-------|----------------|
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| Faculty and/or Preceptor | Interventions/Follow-up | Deadline Dates |
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Evaluation: Attach rubric or evaluation criteria.

This agreement specifies the parties to be involved, the responsibilities that each party will perform, and the timeframe for the completion of these tasks.

Student Signature/Date: _____

Clinical Faculty Signature/Signature Date: _____

Preceptor Signature/Signature Date: _____

Specialty Director Signature/Date: _____

Associate Dean Signature/Date: _____