

UNIVERSITY OF PITTSBURGH
SCHOOL OF NURSING
STUDENT PERFORMANCE IMPROVEMENT PLAN

Student Name: _____

Faculty: _____

Date Initial Behavior Observed: _____

Date PIP initiated: _____ Course: _____

This plan is to be instituted by faculty when a student is NOT meeting expectations at any point during the course. If objectives are not met by the end of the course, the student will fail the course. This performance plan must be reviewed with the student and signed by both faculty and student within one week of the unsatisfactory behavior occurrence. The intent of the performance plan is to clearly identify the problem areas and outline a remedial plan of action for the student to follow. The student must be re-evaluated and progress (or lack of) documented weekly with both the faculty's and the student's signatures. Failure of the student to keep the evaluation appointment will be documented.

Background	
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Section I:

Date	
Week of PIP:	
Identify the specific Level/Program Objective not being met.	
Description of circumstances and unsatisfactory behavior(s) demonstrated and date observed.	
Faculty's and Student's Plan to Meet Objective	
Evaluation -Indicate by number what plans were not met. Therefore, the objective was not met so plan continues	
Evaluation - Indicate by number what plans were met but will continue in order to demonstrate consistency	
Evaluation - Indicate by number what plans were met.	
If appropriate: The PIP for this objective has been meet in its entirety on _____ (date) as determined by _____ (name)	

Section II: Complete the following each week.

Student Comments:

Faculty Comments:

Date and time for next review:

Student Signature: _____ **Date:** _____

Faculty Signature: _____ **Date:** _____

One copy of the Performance Improvement Plan will be given to the student and one copy will be retained by the faculty member.

If the student remedies the behavior(s) and meets course or SON level objectives by the end of the course, this outcome will be noted on the PIP and all documentation related to the PIP will be forwarded to the Office of the Dean and for the Department of Nurse Anesthesia the form is kept in the department. They will be retained until graduation and destroyed unless there are legal/accreditation requirements to retain the documentation.

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