RN TRANSITION TO PRACTICE · PRECEPTOR TOOL

New Nurse Final Readiness Assessment

Review readiness for the planned assignment using observed practice, the unit's approved criteria, and a shared discussion with the new nurse and educator or manager.

Supplementary discussion aid, not a validated assessment or official competency record. Follow facility policy. Keep patient identifiers and private personnel details off this copy; use approved secure records.

Unit / role and planned assignment

Assessment date / observation dates / reviewers

Use M = meets the agreed criterion in observed practice; S = support or prompting still needed; N = not yet meeting the criterion; O = not observed. These are discussion categories, not a validated rating scale. Do not total them or use a cutoff. Any unresolved safety concern requires review, regardless of other ratings.

Area and observable behavior	Rating	Evidence / prompting / follow-up
Assessment and reassessment Collects relevant findings, notices changes, and follows through on reassessment.		
Clinical judgment and priorities Explains priorities, adjusts when conditions change, and recognizes limits.		
Medication and procedure safety Uses required checks and approved procedures; seeks supervision when needed.		
Recognition and escalation Recognizes concerning changes and seeks timely help through the unit's process.		
Communication and teamwork Gives clear handoff, closes the loop, and delegates within role and policy.		
Organization and documentation Manages the planned assignment and completes accurate, timely records.		
Patient education and professionalism Checks understanding, protects privacy, accepts feedback, and asks for help.		

Approved competency criteria and evidence record references

Orientee perspective and remaining support needs

Recommendation and rationale: transition / targeted reassessment / further review

Educator or manager decision, responsible person, and follow-up date