

REGISTERED NURSE PEER REVIEW TOOL

Employee Name: _____

Date: _____

Rating Definitions

4 – Exceptional Performance. Consistently exceeds established goals and performance expectations. Is a role model to others in all competencies critical to job performance. Seeks opportunities to share expertise and serves as a mentor to others.

3 – Above Target. Often exceeds established goals and performance expectations. Demonstrates strengths in competencies critical to job performance. Continually grows in role and seeks opportunities to expand responsibilities/knowledge.

2 – On Target. Successfully meets established goals. Demonstrates competencies critical to job performance. Maintains knowledge base required to perform job responsibilities.

1 – Development Opportunity. Meets some, but not all established goals. Is developing competencies critical to job performance.

0 – Needs Improvement. Established goals and responsibilities are not met. Does not demonstrate competencies critical to job performance.

Clinical Practice	0	1	2	3	4
• Provides a safe environment specific to age and development.					
1. Adheres to all safety policies and procedures	Yes <input type="checkbox"/>		No <input type="checkbox"/>		
2. Identifies hazards in the work environment	Yes <input type="checkbox"/>		No <input type="checkbox"/>		
• Develops an ongoing plan for self-development.					
1. Seeks opportunities to be taught, coached and mentored	Yes <input type="checkbox"/>		No <input type="checkbox"/>		
• Assists in creating a supportive protective and or corrective mental, physical, societal and spiritual environment that promotes educational growth opportunities for peers.					
1. Provides and receives constructive feedback	Yes <input type="checkbox"/>		No <input type="checkbox"/>		
2. Shares new ideas and educational information with staff	Yes <input type="checkbox"/>		No <input type="checkbox"/>		
• Assures quality through application of policy, procedure and standards of care, clinical pathways and protocol changes incorporating Watsons Theory into Clinical Practice.					
1. Acts as a resource to other team members when clarification is needed	Yes <input type="checkbox"/>		No <input type="checkbox"/>		
2. Questions orders that deviate from the usual standard of practice	Yes <input type="checkbox"/>		No <input type="checkbox"/>		
3. Maintains current knowledge regarding policy and procedures by utilizing e-mail, power minute, Carenet etc.	Yes <input type="checkbox"/>		No <input type="checkbox"/>		
• Maintains clinical competence utilizing a creative problem solving approach.					
1. Demonstrates the knowledge and skills necessary to care for patient population	Yes <input type="checkbox"/>		No <input type="checkbox"/>		
• Utilizes nursing process to perform a comprehensive age-specific assessment of patient/family needs.					
1. Initial and continued patient assessments are consistently complete	Yes <input type="checkbox"/>		No <input type="checkbox"/>		
2. Serves as a clinical resource for peers	Yes <input type="checkbox"/>		No <input type="checkbox"/>		
• Identifies formal teaching needs for specific patients					
1. Constantly provides patient education to ensure patients are adequately prepared for discharge	Yes <input type="checkbox"/>		No <input type="checkbox"/>		
• Utilizes nursing process to develop and revise plan of care.					
1. Consistently updates the plan of care	Yes <input type="checkbox"/>		No <input type="checkbox"/>		
2. Consistently completes medication reconciliation	Yes <input type="checkbox"/>		No <input type="checkbox"/>		

• Implements safe and therapeutic care for patients.					
1. Provides culturally sensitive care	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
2. Provides safe patient care	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
3. Requests assistance from team members when care cannot be completed	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
• Evaluates patient assessment, planning and implementation in relation to intended goals and progress toward expected outcomes.					
1. Revises plan of care based on patients changing condition	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
Explanation of Rating Below or Above Target:					
Collaboration	0	1	2	3	4
• Facilitates patient care through effective communication.					
1. Participates in walking rounds	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
2. Takes part in difficult conversations with peers and physicians	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
3. Utilizes SBAR communication consistently	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
4. Accurately completes all required documentation	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
5. White boards are updated to reflect patient goals	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
• Develops and maintains therapeutic, holistic and effective relationships.					
1. Demonstrates effective working relationships with peers and MDs	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
2. Tactfully handles difficult decision, resolving differences in a constructive manner	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
3. Demonstrates and reinforces professional behavior in self and colleagues	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
4. Supports unit activities and promotes positive team spirit	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
5. Proactively offers assistance to colleagues	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
• Delegates care appropriately.					
1. Adapts to changing clinical situations and delegates to team members appropriately	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
2. Determines work priorities and delegates care according to patient acuity	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
3. Follows up with team members to ensure work is completed	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
• Participates in Shared Governance Participative Leadership.					
1. Actively participates in a unit level committee or task force	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
2. Participates with the management team to implement unit goals	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
3. Promotes and supports change to meet unit needs					

• Demonstrates awareness of unit budget.					
1. Consistently able to take breaks and coordinate breaks with team members	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
2. Proactively prevents overtime	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
3. Manages unit equipment and supplies responsibly by conserving resources	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
• Demonstrates awareness of unit guidelines related to staffing and scheduling.					
1. Reports to work in a timely manner	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
2. Willing to trade shifts or come in extra to meet unit needs	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
3. Follows department scheduling guidelines	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
Explanation of Rating Below or Above Target:					
Culture and Caring	0	1	2	3	4
• Demonstrates behavior that supports culture based on innovation, openness, integrity, trust and mutual respect.					
1. Acknowledges the unique contributions of each individual	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
2. Seeks out and utilizes best practices	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
3. Strives to be open flexible supportive and adaptive to change	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
4. Maintains a constructive positive outlook amidst change and uncertainty	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
5. Contributes positively to create and maintain a healing, healthy work environment	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
• Demonstrates commitment toward customer satisfaction and patient advocacy.					
1. Consistently demonstrates patterned behaviors that support PEP training	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
2. Participates in department plans to improve patient satisfaction	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
3. Demonstrates actions that support the philosophy of family centered care	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
• Maintains ethical standards.					
1. Demonstrates the values of Dignity and Justice by respecting patient privacy and confidentiality	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
2. Is a patient advocate to support patient in decision making	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
3. Reports unsafe or unethical care practices	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	

Explanation of Rating Below or Above Target:

Values Based Competency	0	1	2	3	4
Excellence					
• Continuous Improvement					
1. Takes personal responsibility to improve work processes and products	Yes <input type="checkbox"/>	No <input type="checkbox"/>			
2. Seeks ways to improve the quality of work even when things are going well	Yes <input type="checkbox"/>	No <input type="checkbox"/>			
• Continuous Learning					
1. Learns from successes and failures	Yes <input type="checkbox"/>	No <input type="checkbox"/>			
2. Remains open to learning opportunities even if they are outside of their comfort zone	Yes <input type="checkbox"/>	No <input type="checkbox"/>			
• Teamwork/Collaboration					
1. Has a reputation for being a team player and seeks out opportunities to collaborate with other	Yes <input type="checkbox"/>	No <input type="checkbox"/>			
2. Treats other with respect and compassion in all actions and decisions	Yes <input type="checkbox"/>	No <input type="checkbox"/>			
3. Takes into account of how their individual actions affect the team	Yes <input type="checkbox"/>	No <input type="checkbox"/>			
4. Supports team decision once they are made even if they did not originally agree with them	Yes <input type="checkbox"/>	No <input type="checkbox"/>			
Service					
• Adaptability and Shaping Change					
1. Supports team and organizational leaders in change implementation	Yes <input type="checkbox"/>	No <input type="checkbox"/>			
2. Demonstrates high energy and positive attitude in the face of difficult or challenging situations	Yes <input type="checkbox"/>	No <input type="checkbox"/>			
• Focus on Service					
1. Identifies and initiates actions that exceed expectations of others while remaining within budget	Yes <input type="checkbox"/>	No <input type="checkbox"/>			
2. Responds to others in a timely, compassionate manner to ensure satisfaction, comfort and quality care	Yes <input type="checkbox"/>	No <input type="checkbox"/>			
3. Recognizes the inherent goodness in all people	Yes <input type="checkbox"/>	No <input type="checkbox"/>			
Dignity					
• Communication					
1. Listens carefully to others and demonstrates interest in what others have to say	Yes <input type="checkbox"/>	No <input type="checkbox"/>			
2. Uses communication methods that are appropriate to the situation and audience	Yes <input type="checkbox"/>	No <input type="checkbox"/>			

• Interpersonal Effectiveness						
1. Demonstrate a fit between SJO mission, core values and own sense of meaning	Yes <input type="checkbox"/>	No <input type="checkbox"/>				
2. Deals effectively with others in order to get work accomplished	Yes <input type="checkbox"/>	No <input type="checkbox"/>				
Justice						
• Decision Making						
1. Demonstrates good judgment in routine, day to day decision making	Yes <input type="checkbox"/>	No <input type="checkbox"/>				
2. Independently makes sound informed decisions	Yes <input type="checkbox"/>	No <input type="checkbox"/>				
• Problem Solving						
1. Asks the right questions to obtain the information needed to evaluate and solve problems	Yes <input type="checkbox"/>	No <input type="checkbox"/>				
2. Takes time to gather data and diagnosis the cause of a problem before taking action	Yes <input type="checkbox"/>	No <input type="checkbox"/>				
• Stewardship/Accountability						
1. Demonstrates high personal work standards	Yes <input type="checkbox"/>	No <input type="checkbox"/>				
2. Meets goals and timelines consistently	Yes <input type="checkbox"/>	No <input type="checkbox"/>				
3. Keeps promises and honors commitment	Yes <input type="checkbox"/>	No <input type="checkbox"/>				
• Strategic Planning and Action						
1. Take the organizational priorities into consideration when making choices in their work	Yes <input type="checkbox"/>	No <input type="checkbox"/>				
2. Demonstrates forward thinking about tomorrow's issues	Yes <input type="checkbox"/>	No <input type="checkbox"/>				

Additional Comments:

List the strengths:

List the developmental opportunities:

- _____
- _____
- _____

- _____
- _____
- _____

Your Name (required): _____

What type of interaction do you have with this employee? Extensive Regular Occasional

Would you like your name shared with this employee? Yes No