Baptist Health South Florida

CLINICAL NURSE SPECIALIST (CNS) PEER PERFORMANCE ASSESSMENT

Employee:
Title:
Department:

Assessor's Name:
Return to:
Return by date:

DIRECTIONS:
Two Peer Performance Assessments will be completed on each CNS; one assessor will be chosen by the CNS and one by the supervisor. All assessments are to be returned to the supervisor on or before the Return by date.
The assessments will be utilized to assist in goal setting.

Rating Guidelines

4	**Exceeds expectations**
3	**Fully meets expectations**
2	**Minimally meets expectations**
1	**Does not achieve expectations**

Competency	Definition	Rating 1-4	Comments (Required for 1 or 2 rating)
1. Expert Teacher/Coach	Serves as role model by demonstrating practical integration of theory and evidence based practice by coordinating, developing, teaching professional practice standards and organizational policies. Evaluates and facilitates educational needs to assess and promote nursing competency.		
2. Clinical Inquiry/Expert in Practice Area	Demonstrates clinical expertise in specialty area. Functions as expert practitioner and consultant to assist staff in development of skills in the provision of high/complex care; evaluates impact of nursing interventions, patient outcomes and quality/performance improvement.		
3. Consultation/ Collaboration	Consults and collaborates using skilled communication within the specialty department and multidisciplinary team. Builds and maintains a collaborative relationship with nursing staff, patients, families; serves as an expert in maintaining continuity in knowledge and delivery of evidence based practice.		
4. Clinical and Professional Leader	Advances nursing practice by leading the development of others through role model/mentoring. Active participant in the recognition, development/revision and implementation of nursing standards and practice, chairs committees and innovative projects.		
5. Research	Utilizes the research process; assists staff in the application of current research, utilizes current research for curriculum/practice development.		
6. Professional Attributes	Maintains current knowledge in area of expertise, incorporating self-review and willingness to solicit and accept peer review, acknowledges own strengths/weaknesses with openness to continue learning and goal development. Functions as a moral agent and advocate.		

Additional observations and comments: _____

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Assessor's Signature:_____ **Date Returned:**_____