Homestead Hospital
BAPTIST HEALTH

RN Peer Performance Assessment

Name:	**Date:**
Unit:	**Position:**
Nurse Assessor:	

Return to the Supervisor by: _____

Directions: Two (2) Performance Assessments will be completed on each nurse. One rater chosen by the individual and one rater chosen by the supervisor. All assessments are returned to the supervisor and the supervisor reviews with the individual. The assessments will be utilized to assist in goal setting. Circle only one answer per question. Add comment for any rating of 1 or 4. Be prepared to provide specific examples. The back of this form may be used for examples and comments.

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

The following is based on the ANA Standards of Professional Nursing Practice:

Transformational Leadership					
1	Assumes leadership role in patient care management and delegates tasks appropriately.	1	2	3	4
Structural Empowerment					
2	Offers suggestions to improve unit functioning and participates in shared governance at the unit level.	1	2	3	4
3	Seeks opportunities to participate and support the needs of community and projects a professional nursing image.	1	2	3	4
4	Seeks/maintains professional growth (i.e. PNAP, certification, education, research). Collaborates with peers and utilizes input that promotes professional growth.	1	2	3	4
5	Provides appropriate patient/family education in a way that is easily understood.	1	2	3	4
Exemplary Professional Practice					
6	Collects comprehensive data from patient, family and other healthcare providers in a systematic and ongoing process while honoring the uniqueness of the person and relays pertinent patient information.	1	2	3	4
7	Identifies barriers including personal values and beliefs (e.g., psychosocial, literacy, financial, cultural) to providing effective care and makes appropriate adaptations and formulates and updates patient care profile/plan of care.	1	2	3	4
8	Delivers patient and family centered care by recognizing the healthcare consumer as the authority on her or his own health by honoring their care preferences.	1	2	3	4
9	Applies ethical, legal, and privacy guidelines and policies to the collection, maintenance, use, and dissemination of data and information.	1	2	3	4
10	Meets patients and family needs timely (i.e, hourly rounding addressing pain/positioning/ toileting needs) and responding to call buttons/alarms.	1	2	3	4
11	Demonstrates caring and compassionate behaviors towards patients, families and co-workers and addresses holistic comfort needs.	1	2	3	4
12	Promotes a practice environment that reduces environmental health risks to co-workers, patients/families (i.e. utilizes minimal lift, pharmaceutical waste, vaccination).	1	2	3	4
New Knowledge, Innovations, and Improvement					
13	Uses appropriate evidence-based assessment techniques, tools, and resources in providing care.	1	2	3	4
Empirical Outcomes					
14	Synthesizes available data, information, and knowledge relevant to the situation to identify patterns and variances. Understands and can speak to nurse sensitive indicators (i.e falls, pressure ulcers, restraints).	1	2	3	4

Reference: American Nurses Association. (2010). Nursing: Scope and Standards of Practice. (2nd Ed.). Silver Spring, Maryland: Nursesbooks.org
Rev. 11/10