Annual Evaluation - 2013

Name	Leader	Department	Division	Job Title	Year Ending
		HH -	Homestead Hospital		2013

Service | 20%

Goals Created From Template : FY13 : Patient Satisfaction

Goal : Patient Satisfaction (FY13)- Achieve and/or maintain best in class patient/family satisfaction as measured by the average of the quarterly percentile rankings on the Press Ganey survey of at least the 90th percentile for the fiscal year.

Result : 92.4 for Dec thru Jun
Calculation Method : Average

Units : Percentile
Higher is better
5 is 95 and above
4 is 93 to 94.9
3 is 90 to 92.9
2 is 85 to 89.9
1 is 84.9 and below

Scoring

Weighted Value	20%
Score	
Item Scores	

Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
					-						

People | 20%

Goal : Maintain high participation rate in NDNQI RN satisfaction survey

Result : 97 for May thru May
Calculation Method : Last

Units : %
Higher is better
5 is 91 and above
4 is 88 to 90
3 is 85 to 87
2 is 82 to 84
1 is 81 and below

Scoring

Weighted Value	10%
Score	
Item Scores	

Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep

People | 20%

Goals Created From Template : FY13 : Leadership Effectiveness Index

Goal : Leadership Effectiveness Index (FY13) - Drive employee engagement and enhance overall leadership quality.

Result : 99 for Sep thru Sep
Calculation Method : Last

Units : Percentile
Higher is better
5 is 85 and above
4 is 80 to 84
3 is 75 to 79
2 is 70 to 74
1 is 69 and below

Scoring

Weighted Value	10%
Score	
Item Scores	

Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep

Quality | 20%

Result : 60 for Sep thru Sep
Calculation Method : Last

Goal : Coordinate the writing phase of the Magnet application - Organizational Overview (OO)
5 = 60% and above of OO written
4 = 55%-59% of OO written
3 = 50%-54% of OO written
2 = 45%-49% of OO written
1 = 44% and below of OO written

Units : %
Higher is better
5 is 60 and above
4 is 55 to 59
3 is 50 to 54
2 is 45 to 49
1 is 44 and below

Scoring

Weighted Value	20%
Score	
Item Scores	

Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep

Finance | 20%

Result : 17.7 for Oct thru Aug
Calculation Method : Last

Goal : Department Total Expense (cost center) Per Unit of Service(FY 13)-Department at or below budget with respect to year-to-date total expense per unit of service, measured using the year-to-date percentage variance between budgeted and actual total expense per unit of service on the Department Responsibility Report(HH).

Units : Percentage
Higher is better
5 is 2.1 and above
4 is 1.6 to 2
3 is 0 to 1.5
2 is -1.5 to -0.1
1 is -1.6 and below

Scoring

Weighted Value	20%
Score	
Item Scores	

Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep

Leadership Competency | 20%

Goals Created From Template : FY13 : People : Values and Trust

Goal : Values and Trust (FY13)- Acts with honor, whether actions are seen or unseen.

Rating Options:
1 = Career Staller
2 = Needs Improvement
3 = Skilled
4 = Talented
5 = Towering Strength

Result :
Calculation Method : Last

Units : Rating
Higher is better
5 is 5 and above
4 is 4 to 4
3 is 3 to 3
2 is 2 to 2
1 is 1 and below

Scoring

Weighted Value	0%
Score	**0**
Item Scores	**0**

5
4
3
2
1

Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep

Leadership Competency | 20%

Goals Created From Template : FY13 : Finance : Business Acumen

Goal : Business Acumen (FY13)- Understands the core business related to role and function.

Rating Options:
1 = Career Staller
2 = Needs Improvement
3 = Skilled
4 = Talented
5 = Towering Strength

Result : 3 for Oct thru Apr
Calculation Method : Last

Units : Rating
Higher is better
5 is 5 and above
4 is 4 to 4
3 is 3 to 3
2 is 2 to 2
1 is 1 and below

Scoring

Weighted Value	4%
Score	
Item Scores	

Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep

Leadership Competency | 20%

Goals Created From Template : FY13 : People : Building Effective Teams

Goal : Building Effective Teams (FY13)- Creates and encourages the development of inclusive, successful teams that embrace every individual's uniqueness.

Rating Options:
1 = Career Staller
2 = Needs Improvement
3 = Skilled
4 = Talented
5 = Towering Strength

Result : 5 for Oct thru May
Calculation Method : Last

Units : Rating
Higher is better
5 is 5 and above
4 is 4 to 4
3 is 3 to 3
2 is 2 to 2
1 is 1 and below

Scoring

Weighted Value	3%
Score	
Item Scores	

Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep

Leadership Competency | 20%

Goals Created From Template : FY13 : Service : Customer Focus

Goal : Customer Focus (FY13)- All things begin with the customer; customers are always treated with dignity and respect.

Rating Options:
1 = Career Staller
2 = Needs Improvement
3 = Skilled
4 = Talented
5 = Towering Strength

Result :
Calculation Method : Last

Units : Rating
Higher is better
5 is 5 and above
4 is 4 to 4
3 is 3 to 3
2 is 2 to 2
1 is 1 and below

Scoring

Weighted Value	0%
Score	**0**
Item Scores	**0**

5
4
3
2
1

Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep

Leadership Competency | 20%

Goals Created From Template : FY13 : Quality : Priority Setting

Goal : Priority Setting (FY13)- Knows what to concentrate on and when to do it.

Rating Options:
1 = Career Staller
2 = Needs Improvement
3 = Skilled
4 = Talented
5 = Towering Strength

Result : 4 for Oct thru Apr
Calculation Method : Last

Units : Rating
Higher is better
5 is 5 and above
4 is 4 to 4
3 is 3 to 3
2 is 2 to 2
1 is 1 and below

Scoring

Weighted Value	4%
Score	
Item Scores	

Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep

Leadership Competency | 20%

Goals Created From Template : FY13 : People : Developing Direct Reports

Goal : Developing Direct Reports (FY13)- Develops self and others to achieve potential; proactively develops diverse and inclusive talent pipeline.

Rating Options:
1 = Career Staller
2 = Needs Improvement
3 = Skilled
4 = Talented
5 = Towering Strength

Result :
Calculation Method : Last

Units : Rating
Higher is better
5 is 5 and above
4 is 4 to 4
3 is 3 to 3
2 is 2 to 2
1 is 1 and below

Scoring

Weighted Value	0%
Score	**0**
Item Scores	**0**

5
4
3
2
1

Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep

Leadership Competency | 20%

Goals Created From Template : FY13 : Community Benefit : Compassion

Goal : Compassion (FY13)- Acts in a caring and inclusive way toward all individuals, regardless of relationship to them and without regard to their individual differences.

Rating Options:
1 = Career Staller
2 = Needs Improvement
3 = Skilled
4 = Talented
5 = Towering Strength

Result :
Calculation Method : Last

Units : Rating
Higher is better
5 is 5 and above
4 is 4 to 4
3 is 3 to 3
2 is 2 to 2
1 is 1 and below

Scoring

Weighted Value	0%
Score	**0**
Item Scores	**0**

5
4
3
2
1

Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep

Leadership Competency | 20%

Goals Created From Template : FY13 : Growth : Strategic Agility

Goal : Strategic Agility (FY13)- Is focused on the future and plans accordingly.

Rating Options:
1 = Career Staller
2 = Needs Improvement
3 = Skilled
4 = Talented
5 = Towering Strength

Result : 3 for Oct thru Apr
Calculation Method : Last

Units : Rating
Higher is better
5 is 5 and above
4 is 4 to 4
3 is 3 to 3
2 is 2 to 2
1 is 1 and below

Scoring

Weighted Value	4%
Score	
Item Scores	

Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep

Leadership Competency | 20%

Goals Created From Template : FY13 : Quality : Drive For Results

Goal : Drive For Results (FY13)- Steadfastly pushes self and others to achieve results.

Rating Options:
1 = Career Staller
2 = Needs Improvement
3 = Skilled
4 = Talented
5 = Towering Strength

Result : 4 for Oct thru Apr
Calculation Method : Last

Units : Rating
Higher is better
5 is 5 and above
4 is 4 to 4
3 is 3 to 3
2 is 2 to 2
1 is 1 and below

Scoring

Weighted Value	5%
Score	
Item Scores	

Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep

Leadership Competency | 20%

Goals Created From Template : FY13 : People : Organizational Agility

Goal : Organizational Agility (FY13)- Effectively navigates the organization; a culturally savvy "go-to" person.

Rating Options:
1 = Career Staller
2 = Needs Improvement
3 = Skilled
4 = Talented
5 = Towering Strength

Result :
Calculation Method : Last

Units : Rating
Higher is better
5 is 5 and above
4 is 4 to 4
3 is 3 to 3
2 is 2 to 2
1 is 1 and below

Scoring

Weighted Value	0%
Score	**0**
Item Scores	**0**

5
4
3
2
1

Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep

Total Weight : 100/ 100

Overall Performance Score :

Evaluator Comments :

Evaluatee Comments :

Evaluator's signature :

Evaluatee's signature :

Date :

Date :