

Performance Appraisal **Self-Appraisal**

Chamberlain, Aims R, RN Clinician 2
Performance Appraisal, 11/01/2011 - 06/30/2012

Author: Chamberlain,Aims R
Status: Completed

Role: Employee
Due Date: 08/31/2012

The appraisal status is Completed.

Section 1 - Job Function & Responsibility

Has the technical/clinical and professional knowledge to do the job competently: effectively performs all job responsibilities/functions as detailed in job description, applies best practices corresponding to the specific job function/service.

Assesses the many dimensions of patients

Description: Assesses the physical, psychological, social and cultural dimensions of patients according to professional practice standards and institutional policy/procedure at the Clinician 2 level.

Rating: 2 Fully Meets 2.00
Expectations

**Optional
Comments:**

Organizes, prioritizes, coordinates nursing care activities

Description: Organizes, coordinates and prioritizes nursing care activities considering the needs of the patient at the Clinician 2 level.

Rating: 2 Fully Meets 2.00
Expectations

**Optional
Comments:**

Implements patient population specific interventions

Description: Implements patient population specific interventions based on individual patient needs at the Clinician 2 level.

Rating: 2 Fully Meets 2.00
Expectations

**Optional
Comments:**

Evaluates effectiveness of care and care coordination

Description: Evaluates effectiveness of care and care coordination progressing patients toward desired outcomes at the Clinician 2 level.

Rating: 2 Fully Meets 2.00
Expectations

**Optional
Comments:**

Develops and implements patient/caregiver teaching plan

Description: Develops and implements patient/caregiver teaching plan based on identified health education needs and the condition and age of the patient at the Clinician 2 level.	
Rating: 2 Fully Meets Expectations	2.00
Optional Comments:	

Provides for a safe environment and safe delivery of care	
Description: Provides for a safe environment and safe delivery of care.	
Rating: 2 Fully Meets Expectations	2.00
Optional Comments:	

Continues self professional development and for others	
Description: Assumes responsibility for professional development of self and contributes to and assists with the professional development of others at the Clinician 2 level.	
Rating: 3 Consist Exceeds Expectations	3.00
Optional Comments:	
<ul style="list-style-type: none"> - frequent precepting of new staff - volunteers to precept students - takes advantage of educational opportunities (NTI, iv insertion class) 	

Demonstrates leadership in the delivery of patient care	
Description: Demonstrates leadership in the delivery of patient care at the Clinician 2 level.	
Rating: 2 Fully Meets Expectations	2.00
Optional Comments:	

Accountability	
Description: Assumes responsibility for actions, supports organization and department decisions, performs tasks correctly the first time, asks for performance feedback, responds constructively to feedback, completes required training, understands and supports organization goals for quality, patient satisfaction, employee engagement, and finance, achieves individual goals	
Rating: 2 Fully Meets Expectations	2.00
Optional Comments:	

Job Function & Responsibility Summary	
Rating:	2.11
Summary Weight: 55%	

Section 2 - I Care

Customer Service	
Description: Anticipates and responds to the needs of patients, families, visitors, and coworkers, follows service standards, and demonstrates caring behaviors	

Rating:	3 Consist Exceeds Expectations	3.00
Optional Comments:	"Of special appreciation extended to all who cared for him is that we single out to those in the Nerancy Neuro Intensive Care Unit. Under the humble thoughts of the moment of death, we failed to obtain the names of the last physician who attended to him and the two nurses who worked very dedicatedly over him. Those two include the extremely concientious "little male nurse dressed up in blue" [that's me!] and the little female nurse in the HOKIES sweatshirt."	

Integrity and Respect

Description: Maintains confidentiality of information, is trusted by others, expects the best from self and others, supports all team members, is courteous, welcoming, and shares information with others		
Rating:	2 Fully Meets Expectations	2.00
Optional Comments:		

I Care Summary

Rating:	2.50
Summary Weight:	15%

Section 3 - I Heal

Quality Improvement & Excellence

Description: Follows directions and protocols, adapts to change quickly and positively, eliminates obstacles, admits/learns from mistakes, collaborates well with others, suggests ways to improve, follows through on commitments		
Rating:	2 Fully Meets Expectations	2.00
Optional Comments:		

Safety

Description: Follows all safety standards, speaks up when others are unsafe, asks for help when needed, is dependable and resourceful		
Rating:	2 Fully Meets Expectations	2.00
Optional Comments:		

I Heal Summary

Rating:	2.00
Summary Weight:	15%

Section 4 - I Build

Stewardship

Description: Demonstrates commitment to cost containment, supports community through service, uses		
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Exhibit EP15.a

resources wisely		
Rating:	2 Fully Meets Expectations	2.00
Optional Comments:		

Professionalism		
Description: Maintains a professional attitude, works well with others, considers no task beneath him/her, meets attendance policy standards, and adheres to attire and personal appearance policy and guidelines		
Rating:	2 Fully Meets Expectations	2.00
Optional Comments:		

I Build Summary		
Rating:		2.00
Summary Weight:	15%	

Section 5 - Overall Summary

Below is the average overall rating for this appraisal. The average rating corresponds to the following Rating Scale that was used to calculate the Overall Summary rating.

<p>
<p>
2.61 - 3.00 : Consistently Exceeds Expectations

1.71 - 2.60 : Fully Meets Expectations

1.00 - 1.70 : Does Not Fully Meet Expectations

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Rating Descriptions:

Consistently Exceeds Expectations:

Goals exceeded frequently, Serves as role model to others, Top performer who seeks additional responsibility

Fully Meets Expectations:

Dependable results and/or behaviors, Occasionally exceeds expectations, Demonstrates skills and knowledge to perform effectively

Does Not Fully Meet Expectations:

Inconsistent results and/or behaviors, Improvement needed, Minimum expectations not met

Overall Summary		
Rating:		2.14

Section 6 - Strengths

Strengths Summary		
Comments:		

Section 7 - Development Areas

Development Areas Summary

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Comments: - CCRN
- Clinician III

Section 8 - Employee Self Appraisal Input

This section may also be used to list major accomplishments for the appraisal period.

Employee Self Appraisal Input Summary

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Comments: