

## Performance Appraisal **Colleague Input**

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

**Author:** Richard, Crystal Michelle  
**Status:** Completed

**Role:** Colleague  
**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:** 3 Consist Exceeds                      3.00  
Expectations

**Optional  
Comments:** Aims works with interdisciplinary team and neurosurgery to organize and prioritize care for not only his own two patients, but also for the entire ICU when he is in the charge role. He provides education to new staff about how to prioritize their interventions for optimal and safe patient care.

#### **Implements patient population specific interventions**

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

**Rating:** 3 Consist Exceeds                      3.00  
Expectations

**Optional  
Comments:** Aims excels at caring for our population of neuro ICU patients- his knowledge has increased to the point that he knows about each diagnosis and can initiate interventions based on hospital and national standards of care. He has developed into a leader whom other staff approach and consult with in determining care for their own patient. Physicians and other interdisciplinary team members value his knowledge and work with him and prioritizing aspects of patient care.

#### **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:** 3 Consist Exceeds Expectations 3.00

**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:** Aims is continuously seeking ways to improve his own professional development through additional education, such as end of life care classes and attendance at NTI this year. He contributes to the education of others on our unit in his role as charge nurse and preceptor or new graduate nurses and nursing students. He enjoys this role and excels at it.

**Demonstrates leadership in the delivery of patient care**

**Description:** Demonstrates leadership in the delivery of patient care at the Clinician 2 level.

**Rating:** 3 Consist Exceeds Expectations 3.00

**Optional Comments:** Aims has developed his own leadership style and frequently solicits feedback about his practice. He has emerged on our unit as a dependable leader, providing mentorship to new nurses as a preceptor and to colleagues as a charge nurse. He effectively communicates with the ICU team and nursing staff during rounds to ensure optimal patient care.

**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:** 3 Consist Exceeds Expectations 3.00

**Optional Comments:** Aims always holds himself accountable for his actions, he seeks feedback and provides it to his co-workers when necessary. He makes efforts to improve upon areas that are his weak points and often strives to do more for his own professional benefit as well as for the benefit of the unit. He sets individual goals for himself and is working currently to achieve them.

Job Function & Responsibility Summary	
<b>Rating:</b>	2.67
<b>Summary Weight:</b>	55%

## Section 2 - I Care

Customer Service	
<b>Description:</b> Anticipates and responds to the needs of patients, families, visitors, and coworkers, follows service standards, and demonstrates caring behaviors	
<b>Rating:</b>	2 Fully Meets Expectations 2.00
<b>Optional Comments:</b>	

Integrity and Respect	
<b>Description:</b> 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	
<b>Rating:</b>	2 Fully Meets Expectations 2.00
<b>Optional Comments:</b>	

I Care Summary	
<b>Rating:</b>	2.00
<b>Summary Weight:</b>	15%

## Section 3 - I Heal

Quality Improvement & Excellence	
<b>Description:</b> 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	
<b>Rating:</b>	3 Consist Exceeds Expectations 3.00
<b>Optional Comments:</b>	Aims is involved in improving performance and care in the NNICU and hospital-wide through his involvement as Skin Champion and documentation with EPIC. His collaboration with the interdisciplinary team is seen on ICU and neurosurgery rounds and through his beginning role as a charge nurse.

Safety	
<b>Description:</b> Follows all safety standards, speaks up when others are unsafe, asks for help when needed, is dependable and resourceful	
<b>Rating:</b>	3 Consist Exceeds Expectations 3.00
<b>Optional Comments:</b>	As a charge nurse, preceptor, and leader of the unit, Aims works with the ICU team and neurosurgery to determine which patients are appropriate and safe to transfer to the floor. He consults with the nursing staff when there are patient care issues that might delay transfer. He also helps newer nurses and staff new to neuroscience to understand

protocols that ensure safety in our unit- falls precautions, certain high risk medications, etc

**I Heal Summary**

**Rating:** 3.00  
**Summary Weight:** 15%

**Section 4 - I Build**

**Stewardship**

**Description:** Demonstrates commitment to cost containment, supports community through service, uses 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:** 3 Consist Exceeds Expectations 3.00  
**Optional Comments:** Aims has a professional attitude and is a team player in the unit. He is always willing to lend a hand to help his co-workers. He is rarely ever late or absent from work and often picks up extra shifts to help staff the unit.

**I Build Summary**

**Rating:** 2.50  
**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<br>
- 1.71 - 2.60 : Fully Meets Expectations<br>
- 1.00 - 1.70 : Does Not Fully Meet Expectations<br>

</p>  
 Rating Descriptions:<br>

<b>Consistently Exceeds Expectations:</b> <br>  
 Goals exceeded frequently, Serves as role model to others, Top performer who seeks additional responsibility<br><br>

<b>Fully Meets Expectations: </b><br>  
 Dependable results and/or behaviors, Occasionally exceeds expectations, Demonstrates skills and knowledge to perform effectively<br><br>

## Exhibit EP15.b

<b>Does Not Fully Meet Expectations:</b><br>

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

### Overall Summary

**Rating:** 2.59

## Section 6 - Strengths

### Strengths Summary

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**Comments:** Aims has developed into a consistent, dependable leader. He has exemplified this through his role as a preceptor, charge nurse, and active member of NNICU and UVA committees. He is continually seeking professional development opportunities for himself and assists with education of others. His skills and knowledge base are an asset to the NNICU.

## Section 7 - Development Areas

### Development Areas Summary

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**Comments:** I would love to see Aims to pursue clinician 3 status and possibly CCRN in the near future