

Performance Appraisal **Manager Appraisal**

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

Author: Prachar, Tanya L

Role: Manager

Status: Completed

Due Date: 08/31/2012

Approval: Approved

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: 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: 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.

- 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: 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.

-Aims leads by example. He consistently presents a positive and professional demeanor in all interactions with staff and patients. He took on the role of shift manager this past year and has done a great job in this new role. Even under the most stressfull situations Aims is able to maintain his cool.

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 | | |
|---------------------------------------|-----|------|
| Rating: | | 2.56 |
| 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: | 2 Fully Meets Expectations | 2.00 |
| 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 conscientious "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: | | 2.00 |
| 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: | 3 Consist Exceeds Expectations | 3.00 |
| Optional Comments: | 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

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: 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: 2.50

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: 2 Fully Meets Expectations 2.00

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: 2.00

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.

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2.61 - 3.00 : Consistently Exceeds Expectations

1.71 - 2.60 : Fully Meets Expectations

Exhibit EP15.c

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

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|----------------|------|
| Rating: | 2.38 |
|----------------|------|

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.

- Emerging leader within the unit
- Identified unit resource
- Supportive of staff
- Teammaker
- positive attitude
- reinforces quality practice
- knowledgeable with epic

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

- 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:

Section 9 - Primary Reviewer Comments/Next Year's Goals

If the score from the Overall Summary Section listed above results in a score from the rating model of "Does Not Fully Meet Expectations" or "Consistently Exceeds Expectations", justification/rationale is required.

Primary Reviewer Comments/Next Year's Goals

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Comments: -Achieve certification
-continue to seek out professional development opportunities
-Complete Clin. 3 portfolio.

Section 10 - Employee Comments

Employee Comments

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Comments: