# Peer Review for Annual Evaluation: RN

Peer review is a tool used to obtain objective, constructive feedback and comments in order to enhance and validate career growth. As a part of each employee’s year end evaluation, this review will be completed by two peers. The manager will choose one peer reviewer and the employee will choose one peer reviewer. 1=Does not meet 2=Meets, 3= Occasionally exceeds < 50% 4=Frequently exceeds >50%. **Please support scores of 1 or 4 with comments**. The reviewer signs the peer review but may remain anonymous during the evaluation by checking box next to “Do not share my name”. Please return this evaluation to the manager of the employee reviewed.

(References in parenthesis- the number is the section of the major job responsibility (MJR).

# Peer Review for: Date: Return By:

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| --- | --- | --- | --- | --- |
| 1. **Nursing assessment** is accurate and comprehensive demonstrating a flexible systematic approach.   \*\*For ambulatory, this will only apply if your clinic completes nursing assessments as part of the intake process; leave blank in NA for your area | 1 | 2 | 3 | 4 |
| 2. **Plan and implementation** of care provide coordinated delivery and a safe environment. | 1 | 2 | 3 | 4 |
| 3. **Decision making**- evaluates progression of care towards attainment of patient outcomes and readjusts based on patient response. Demonstrates ability to set priorities, makes appropriate decisions. Delegates tasks appropriately to maximize time for effective patient care. | 1 | 2 | 3 | 4 |
| 4. **Documentation** is timely and reflects care given. Participates in departmental based efforts to continuously improve documentation compliance. | 1 | 2 | 3 | 4 |
| 5. **Patient Education-**utilizes all opportunities to educate and update patients and families. Initiates and provides relevant education and seeks feedback to evaluate effectiveness of teaching. | 1 | 2 | 3 | 4 |
| 6. **Collegiality**- Interacts with other health care providers in a professional manner. Carries out job responsibilities in a timely, efficient manner while communicating a positive attitude towards customers, co-workers and physicians. | 1 | 2 | 3 | 4 |
| 7. **Participates in and supports** shared governance and/or performance improvement at the unit/clinic level, seeks solutions to identified problems. | 1 | 2 | 3 | 4 |
| 8. **DIReCT Values-**shows a commitment to excellence by offering help and cooperation, resolving conflict and reaching agreement. Seeks and incorporates ideas of other. Respects privacy and dignity. Is sensitive to cultural differences. Is courteous, honest and professional. Promotes cohesive team behavior. | 1 | 2 | 3 | 4 |
| 9. Considers factors related to **safety, effectiveness, cost and impact** on practice in planning and delivery of nursing service. | 1 | 2 | 3 | 4 |
| 10. Demonstrates a commitment to continuous, lifelong **learning for self and others**. Actively participates in Shared Governance at the unit/clinic and enterprise level. | 1 | 2 | 3 | 4 |
| 11. **Mentors** students and nurses if situation or opportunity available. | 1 | 2 | 3 | 4 |
| 12. Demonstrates commitment to patient **safety** by promoting, advocating, and complying with the  **National Patient Safety Goals.** | 1 | 2 | 3 | 4 |

**What is one skill this person should work to strengthen?**

## Date Reviewer Signature Reviewer Printed Name Share my name

Do not share my name

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