

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: _____

1. Nursing assessment is accurate and comprehensive demonstrating a flexible systematic approach (MJR1).	1	2	3	4
2. Plan and implementation of care provide coordinated delivery and a safe environment. (MJR1)	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. (MJR1,2)	1	2	3	4
4. Documentation is timely and reflects care given. Participates in departmental based efforts to continuously improve documentation compliance. (MJR3)	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. (MJR3)	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 (MJR2)	1	2	3	4
7. Participates in and supports shared governance and/or performance improvement at the unit level, seeks solutions to identified problems (MJR1,5).	1	2	3	4
8. Behavioral Standards -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 (MJR1,2)	1	2	3	4
9. Considers factors related to safety, effectiveness, cost and impact on practice in planning and delivery of nursing service. (MJR1,5)	1	2	3	4
10. Demonstrates a commitment to continuous, lifelong learning for self and others . Actively participates in Shared Governance at the unit and enterprise level. (MJR 5)	1	2	3	4
11. Mentors students and nurses if situation or opportunity available. (MJR1)	1	2	3	4
12. Demonstrates commitment to patient safety by promoting, advocating, and complying with the National Patient Safety Goals (MJR4)	1	2	3	4

Comments (May add additional page)

Date

Reviewer Signature

Reviewer Printed Name

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