

**Performance Evaluation for Dianne McAdams-Jones**

<b>Job Description</b>	Staffing Resources Registered Nurse		
<b>Effective Date</b>	31-Dec-2010	<b>Oracle Job Title</b>	RN
<b>Evaluation By</b>	Kathryn Gilchrist	<b>Facility</b>	UV Utah Valley Reg Med Cntr

**Job Essentials**

Weight: 73% Score: HM

Description	Weights	Score	Comments
<p><b>1. Assessment:</b></p> <ul style="list-style-type: none"> <li>- Performs appropriate assessment of physical, social and psychological status (including cognitive, communicative and developmental skills as appropriate.</li> <li>- Seeks and evaluates information acquired from other members of interdisciplinary team: patient, family, physician, non-nursing disciplines, support staff, other</li> </ul>	5.00	High Met	Dianne utilizes all available patient data to formulate a comprehensive patient assessment.
<p><b>2. Plan:</b></p> <ul style="list-style-type: none"> <li>- Uses assessment information and critical thinking skills to collaboratively develop individualized plan of care</li> <li>- Actively seeks patient and family involvement to develop plan of care</li> <li>- Actively involves interdisciplinary team and physician to develop plan of care</li> <li>- Collaboratively plans and prepares patients for further support needs once the current episode of care outcomes are met (ie. Teaching, referrals, and follow-up)</li> </ul>	5.00	High Met	Dianne takes the assessment data and, with input from the patient/family, synthesizes a patient centered plan of care.
<p><b>3. Implementation:</b></p> <ul style="list-style-type: none"> <li>- Directs the interdisciplinary team via delegation, coordination and collaboration as appropriate.</li> <li>- Provides and delegates care consistent with plan of care, guidelines of care and professional licensure provisions.</li> <li>- Integrates legal and ethical standards into practice: complies with regulatory standards, practices within scope of licensure, provides accurate and timely documentation, and understands legal implications of care delivery.</li> <li>- Utilizing an interdisciplinary approach, promotes the inclusion of established best practice guidelines and Hospital Board Goals when providing patient care</li> <li>- Serves as an advocate for patient safety through identification of potential issues and risk reduction strategies when planning care for the critical care patient.</li> </ul>	5.00	High Met	Dianne is thorough in her implementation of the plan of care. She is attentive to the small things that make a big difference to the patients.
<p><b>4. Evaluation:</b></p> <ul style="list-style-type: none"> <li>- Evaluates patient response to interventions through review of achievement of goals, clinical outcomes, patient and family satisfaction</li> <li>- Revise plan of care as indicated, and reassesses changes as appropriate</li> </ul>	5.00	High Met	Dianne is continually reevaluating her patients and redirecting their care when indicated.
<p><b>5. Professionalism:</b></p> <ul style="list-style-type: none"> <li>- Promotes nursing profession and participates in development of others</li> <li>- Integrates legal and ethical standards into practice: complies with regulatory standards, practices within scope of licensure, provides accurate and timely documentation and understands legal implications of care delivery.</li> <li>- Communicates effectively and respectfully with physicians, families, coworkers and other departments</li> </ul>	0.00	Not Rated	

**6. Quality and Process Improvement:**

- Reports and addresses real and potential problems with quality and appropriateness of care through the use of event reports or other appropriate means.
- Follows appropriate chain of command in the reporting process
- Is cost conscious and seeks ways to improve supply costs, salary costs and patient care costs
- Risk management
- Just Culture

5.00

High Met

Dianne is proactive in reporting real or potential issues with quality and/or patient safety, and takes appropriate steps toward problem resolution.

**7. Clinical Competency:**

- Completes all education for unit, hospital and region on time
- Patient Safety/Quality Improvement
  - o National Patient Safety Goals
  - o Infection Control
  - o Latex allergies
- Clinical Program Goals
  - IV standards
  - Blood administration
  - Pain management
  - Social services
  - Computer training and documentation
  - o Confidentiality
  - o Result review
  - o Allergies
  - o Password changes
  - o Tandem
  - o Alerts
  - o DocuRef/KRO/CPG
  - o Help 2 overview
  - o Event reporting
  - Oxygen administration
  - Principles of medication administration and reconciliation
  - Competency exercise of specific occupations
  - Advance Directives/POLST/Grief and Bereavement/Organ & Tissue
  - Donation
  - Glucose Testing
  - Restraints
  - Critical Synthesis
  - Mock Code
  - Employees are responsible to gain and maintain any additional competencies that may be required by the individual units that this employee floats to.

48.00

High Met

Dianne is organized and efficient and provides thorough care to her patients. She has superior communication skills and develops a quick rapport with her patients.

**Values**

Weight: 10% Score: E

**Description**

**1. Mutual respect:** We treat others the way we want to be treated.

**Accountability:** We accept responsibility for our actions, attitudes and mistakes.

**Trust:** We can count on each other.

**Excellence:** We do our best at all times and look for ways to do it even better.

**Weights**

10.00

**Score**

Exceeds

**Comments**

Dianne is a great example of Intermountain's Values.

**Healing Commitments**

Weight: 5% Score: E

**Description**

**1.** I help you feel safe, welcome and at ease.

I listen to you with sensitivity and respond to your needs.

I treat you with respect and compassion:

I keep you informed and involved.

I ensure our team works with you.

I take responsibility to help solve problems.

**Weights**

5.00

**Score**

Exceeds

**Comments**

Dianne is also a great example of Intermountain's Healing Commitments.

## Company-wide Goals

Description	Weights	Score	Comments
<p>Clinical Excellence: See <a href="#">2010 Clinical Board Goals</a></p> <p>Service Excellence:            Entry Goal: Top ranking percent - Medical Group: 56.2%, Hospitals: 74.1%, SelectHealth: Develop feasibility and (if feasible) strategies for four new product lines.            Target Goal: Top ranking percent - Medical Group: 57.2%, Hospitals: 75.1%, SelectHealth: Implement three new ancillary product lines by year end            Stretch Goal: Top ranking percent - Medical Group: 58.7%, Hospitals: 76.5%, SelectHealth: Close six new self-funded groups by fourth quarter</p> <p>Operational Effectiveness:            Entry Goal: Complete 2 operational effectiveness packages            Target Goal: Complete 4 operational effectiveness packages            Stretch Goal: Complete 6 operational effectiveness packages</p> <p>Employee Engagement:            Entry Goal: 4.02 Score on 2010 Annual Gallup Survey            Target Goal: 4.06 Score on 2010 Annual Gallup Survey            Stretch Goal: 4.10 Score on 2010 Annual Gallup Survey</p> <p>Community Stewardship:            Entry Goal: Achieve 95% of operating cash flow target            Target Goal: Achieve 100% of operating cash flow target AND Implement 6 of 10 <u>Community Benefit initiatives</u>            Stretch Goal: Implement 9 of 10 Community Benefit initiatives</p>	0.00	N/A Not Rated	

## Professional

Description	Weights	Score	Comments
1. Provides constructive feedback to peers	2.00	Exceeds	Dianne is very open and honest when providing feedback to peers.
2. Relationships with others	2.00	Exceeds	Everyone loves Dianne.
3. Approachable	2.00	High Met	Very!
4. Consistently looks for opportunities to help others	2.00	High Met	Dianne is always willing and able to assist co-workers.
5. Customer Service	2.00	Exceeds	Very customer-service oriented.
6. Clinical Practice and Professionalism	2.00	Exceeds	

## Overall Comments

Dianne is an outstanding PRN nurse who works frequently on IMC. She has solid critical care skills, and is able to manage any complex situation which is handed her. She is intelligent with vast experience and is not shy about sharing her knowledge with co-workers. She has an engaging bedside manner and is a delight to have on IMC!

## Final Score & Signature

Score:



I am aware that this evaluation is being stored electronically and attest that I have typed my signature.

Employee Signature: Dianne McAdams-Jones

Manager Signature: Katie Gilchrist

Signature Date: 11/03/2010