

LIBERTY HEALTH: DEPARTMENT OF NURSING

Annual Review

EMPLOYEE INFORMATION	
Name	
Job Title: REGISTERED NURSE Staff Nurse	
Department:	
Review Period 2011	

Structural Empowerment	N	AB	C	P	E
Actively participates in the UPC meetings					
Participates in the Clinical Ladder- Indicate Project:					
Has a BSN or is in the process of attaining Date when BSN will be achieved:					
Possesses Specialty Certification Name Certifications:					
Participates in Community Projects Name Projects/Missions:					
Participates on a Major Nursing Council Name Council					
Is a member of a professional Organization Name of Organization:					
Holds Office/Chairs Subcommittee in Professional Organization What Office is held:					

Transformational Leadership.	N	AB	C	P	E
Participates on hospital-wide committees Which Committee(s):					
Functions as a mentor to coworkers					
Functions as a Preceptor on the Unit					
Participates in a Journal Club on the unit					
Attends a leadership/charge nurse educational session Which session/When:					

Exemplary Professional Practice	N	AB	C	P	E
Understands and is able to communicate how professional standards are incorporated into the Care Delivery System					
Demonstrates the ability to assess, plan, implement and evaluate the continuum of care					
Uses educational database to address nursing issues/problems					
Uses the peer review process to address/resolve clinical issues					
Routinely uses autonomy in nursing practice					
Addresses the healthcare needs in a diverse population					
Participates in Unit safety initiatives					
Participates in quality care monitoring and improvement on the unit					
Acts in the best interest of customers and the community					

New Knowledge, Innovations and Improvements	N	AB	C	P	E
Evaluates and utilizes published research findings					
Utilizes evidence-based practice					
Is involved in information technology to support practice					
Participates in the Research Council and/or attends the Research Day events					

Evaluation

Verification of Review	
Employee Signature	Date
Manager Signature	Date

Legend: N=Novice, AB=Advanced Beginner, C=Competent, P=Proficient, E=Excellence
Source: Benner, P., From Novice to Expert, (1984)