





<b>Outcomes Manager – cont'd</b> <ul style="list-style-type: none"> <li>◆ Writes or revises unit based procedures, protocols to reflect latest evidence</li> <li>◆ Serves as a liaison with institution based quality committees</li> <li>◆ Identifies resources needed for optimal patient care, substantiates the need for resources, and recommends items for budget</li> <li>◆ Analysis cost effectiveness for planned care</li> <li>◆ Implements research findings determining cost and client benefits</li> </ul>	N	AB	C	P	E	O
<b>Total Score:</b>						
Comments:						
<b>4. Patient Advocate</b> <ul style="list-style-type: none"> <li>◆ Develops a partnership with care providers, patient, and patient's family</li> <li>◆ Insures the patients goals are set with patient and patients family involvement</li> <li>◆ Negotiates healthcare resources on behalf of the patient</li> <li>◆ Education patient/patient family regarding available options for care through the continuum</li> <li>◆ Educates patient and family about advance directives and consents</li> <li>◆ Supports patients right to make decisions about care and treatment</li> <li>◆ Facilitates full team discussions including patient and family when ethical dilemmas arise</li> </ul>	N	AB	C	P	E	O
<b>Total Score:</b>						
Comments:						
<b>5. Educator</b> <ul style="list-style-type: none"> <li>◆ Provides or oversees the education of the patient and family to understand illness and self care concepts</li> <li>◆ Utilizes the most current tool to access information for teaching</li> <li>◆ Ensures appropriate assessment of learner's needs</li> <li>◆ Creates or coordinates the development of patient educational pathways and patient education materials</li> <li>◆ Provides input as committee member or clinician to patient education material development</li> <li>◆ Consciously provides opportunities for less experienced nursing staff to observe and participate in physical assessment, data review and evaluation of individual outcomes provided by the CNL</li> <li>◆ Engages the staff in clinical rounds</li> <li>◆ Provides formal and informal educational opportunities on the unit to improve clinical skills of all staff</li> </ul>	N	AB	C	P	E	O
<b>Total Score:</b>						
Comments:						

<b>6. Information Manager</b> <ul style="list-style-type: none"> <li>◆ Ensures effective communication and flow of information to all appropriate care providers by obtaining appropriate comprehensive clinical picture and communicating it effectively to care providers</li> <li>◆ Utilizes information technology to obtain and disseminate evidence-based practices information to care providers on the unit</li> <li>◆ Develops and utilizes tools available to effectively evaluate, summarize, and communicate patients progress towards outcomes to members of the health care team, patient, and family</li> </ul>	N	AB	C	P	E	O
Total Score:						
Comments:						
<b>7. Communication</b> <ul style="list-style-type: none"> <li>◆ Adheres to the current HIPAA regulation concerning patient confidentiality. Provides for patient privacy; safeguards the privacy of patients medical information</li> <li>◆ Documentation is legible, complete, accurate and in accordance with P&amp;P</li> <li>◆ Reports and documents potential adverse occurrences and communicates same to health care providers; SBAR</li> <li>◆ Communicates promptly with physicians and mid-level providers regarding patient conditions and responses to treatments; SBAR</li> <li>◆ Contributes to an environment that is conducive to clinical education of new employees</li> <li>◆ Communicates all pertinent patient information to oncoming shifts Hands-off</li> </ul>	N	AB	C	P	E	O
Total Score:						
Comments:						
<b>8. Safety</b> <ul style="list-style-type: none"> <li>◆ Practices safety by observing established hospital policies and procedures; assures the safety and security of patients and staff at all times</li> <li>◆ Demonstrates the safe use of equipment. Reports any equipment malfunctions or environmental hazards promptly and arranges for repair or correction</li> <li>◆ Follows hospital guidelines for medication safety and accountability</li> <li>◆ Transcribes and countersigns physicians orders accurately and in a timely manner</li> </ul>	N	AB	C	P	E	O
Total Score:						
Comments:						

<p><b>9. Micro Systems Analyst / Risk Anticipator</b></p> <ul style="list-style-type: none"> <li>◆ Review and compare incident reports and available data on nursing outcomes in the ICU, to system wide and national data, on a monthly basis. Seeks opportunities to make improvements to reduce risks</li> <li>◆ Works with team members, other leaders, and physicians to develop and trend performance improvement indicators based on national standards and best practices</li> <li>◆ Reports results on a quality report card as well as story board and other forms</li> <li>◆ Conducts a unit-based performance improvement initiative to provide a safe environment for patients</li> <li>◆ Provides information to staff on nationally recommended safety practices</li> <li>◆ Reviews compliance with regulatory agencies related to patient safety including JCAHO, OSHA, CMS, and others</li> <li>◆ Is involved in safety initiatives at the department and interdepartmental levels to improve care outcomes within the microsystem of care</li> </ul>	N	AB	C	P	E	O
Total Score:						
Comments:						
<p><b>10. Team Manager</b></p> <ul style="list-style-type: none"> <li>◆ On a daily basis delegates, supervises and evaluates the nursing care given by others while retaining accountability form the quality of care to the patients</li> <li>◆ Provides input to nursing leadership on the evaluation and competency of nursing staff</li> <li>◆ Recommends specific programming to build clinical skill set of staff</li> <li>◆ Coordinates the deliver of care of the multiple disciplines actively involved in the patient's care</li> <li>◆ Ensures effective education of the patient and patient's family to prepare for discharge</li> <li>◆ Ensures effective communication through the continuum to support ongoing progress towards identified outcomes</li> </ul>	N	AB	C	P	E	O
Total Score:						
Comments:						
<p><b>11. Member of a Profession</b></p> <ul style="list-style-type: none"> <li>◆ Creates opportunities to advocate for the role of the professional nurse as a key member of the interdisciplinary team</li> <li>◆ Holds membership in professional organizations</li> <li>◆ Participates in continuing education for self and the development of colleagues and future generations</li> </ul>	N	AB	C	P	E	O
Total Score:						
Comments:						

**LIBERTY HEALTH  
DEPARTMENT OF NURSING**

**Goals:**

**Manager comments:**

**Employee Comments:**

**Overall Score:**

Novice     Advanced Beginner     Competent     Proficient     Expert

**Employee Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Manager Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Administrative Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_