### DOMAIN: Advancing Practice through Innovation and Research

Demonstrates ongoing innovation by reviewing, critiquing and applying existing evidence to practice. Continually improves practice by applying performance improvement methodologies.

Peer: please designate the level/behaviors that best describe the nurse for whom you are providing feedback.

#### Scale:

- **A** = Level A behaviors best describe the nurse
- **C** = Level C behaviors best describe the nurse
- **D** = Level D behaviors best describe the nurse
- **E** = Level E behaviors best describe the nurse

#### Innovation (creative solutions to everyday problems)

|   | Has knowledge of and supports established nursing improvement projects / endeavors in practice setting.  
|   | Reads clinical articles.  
|   | Identifies areas for creative improvement in practice setting and seeks out resources and avenues to address them (unit practice council, content experts, etc.).  
|   | Demonstrates an awareness of current literature in area of practice, including journal club, in-services, etc.  
|   | Takes on leadership role in relation to innovations/improvements in practice setting  
|   | Reads evidence based articles related to area of practice.  
|   | Independently seeks out opportunities to share information and influence evidence based nursing practice.  
|   | Evaluates effectiveness of innovation/practice changes |

#### Peer designation for Innovation:

<p>| | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>C</td>
<td>D</td>
<td>E</td>
<td></td>
</tr>
<tr>
<td>○</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Research

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>• Participates in unit/area based Continuous Quality Improvement projects</td>
</tr>
</tbody>
</table>
| C | • Identifies individual patient problems which require investigation.  
  • Participates in unit/area based research, as appropriate. |
| D | • *** Participates in unit/area based/institutional Continuous Quality Improvement projects.  
  • Presents at unit based educational forums. |
| E | • Implements change in practice for a population of patients based on the application of current research findings and **evaluates effectiveness of practice changes**.  
  • Makes recommendations for changes in practice based on findings.  
  • *** Shares findings of Continuous Quality Improvement projects, such as:  
    - Unit presentation  
    - Rounds  
    - Poster  
    - Publishing  
  • Applies current literature/research to problems in practice area |

Peer designation for *Research*:

<table>
<thead>
<tr>
<th>A</th>
<th>C</th>
<th>D</th>
<th>E</th>
</tr>
</thead>
<tbody>
<tr>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
</tbody>
</table>

**Please describe a time when you saw me at my very best.**

**What qualities did I display in this domain?**

(Advancing Practice Through Innovation and Research Domain)