**DOMAIN: Clinical Skills & Knowledge**

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

**Assessment**

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<tbody>
<tr>
<td><strong>A</strong></td>
<td>• Performs assessment &amp; identifies appropriate nursing diagnosis and/or patient care standard with assistance</td>
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| **C** | • Independently and completely performs focused assessment to provide most effective patient care for a given patient population  
• Recognizes specialty data |
| **D** | • Independently and consistently performs goal-focused and individualized assessment when caring for all patients, including those with complex pathophysiological and psychosocial needs |
| **E** | • Exhibits highly developed assessment abilities that exemplify a comprehensive understanding of the total patient/family situation |

Peer designation for *Assessment*:

- A  
- C  
- D  
- E
**Diagnosis**

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<tr>
<td>A</td>
<td>• Recognizes data and identifies obvious nursing diagnoses</td>
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<tr>
<td>C</td>
<td>• Prioritizes key nursing diagnoses to address physical and psychosocial/emotional areas</td>
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<tr>
<td>D</td>
<td>• Individualizes nursing diagnoses based on assessment data</td>
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<tr>
<td>E</td>
<td>• Individualizes nursing diagnoses based on assessment data and integrates that with the diagnoses and priorities of other disciplines in order to provide holistic care</td>
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Peer designation for *Diagnosis*:

A C D E

○ ○ ○ ○ ○

**Planning / Implementation / Evaluation**

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| A | • Practice is guided primarily by policies, procedures and standards  
• Identifies expected outcomes & nursing interventions to meet identified diagnoses and maintain standards of clinical practice  
• Evaluates patients based on basic standards |
| C | • Practice is driven by theory and experience  
• Independently develops, implements and evaluates plan of care that recognizes subtle changes in patient's condition and adapts plan as needed |
| D | • Practice relies on previous experience for focused analysis of problems and solutions with individual patient modification in order to meet outcomes  
• Accommodates unplanned events and evaluates/ responds appropriately with speed, efficiency, flexibility & confidence |
Peer designation for Planning / Implementation / Evaluation:

A C D E

Technology

A
• Utilizes standard unit technology and with assistance uses advanced technology as appropriate
• Utilizes computer correctly for basic functions, including: Outlook, MiChart: Labs &Radiology results reporting, Omnicell, Mandatory Program / Competencies, Policies and procedures

C
• Utilizes standard unit technology and uses advanced technology as appropriate
• Utilizes computer for basic functions as well as reference on patient conditions and treatment

D
• Becomes expert and resource for use of standard unit technology and advanced technology as appropriate
• Becomes resource for use of computer

E
• Takes a leadership role in evaluating technology and its potential for use
• Able to conduct literature search through library functions — CINAHL, Cochrane, Medline, PubMed

Peer designation for Technology:

A C D E
### Patient & Family Education

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| **A** | • With assistance, identifies basic patient/family learning needs  
  • Initiates teaching using patient teaching protocols, patient care standards and critical paths  
  • Utilizes patient education resources on the unit |
| **C** | • Accurately assesses patient/family’s readiness to learn, organizes and executes individualized teaching plan, evaluates patient’s understanding and modifies approach as necessary  
  • Seeks out additional patient education resources beyond unit |
| **D** | • Identifies learning needs of designated populations  
  • Works collaboratively to develop strategies to meet these learning needs  
  • Seeks out challenging patient/family education opportunities  
  • **Revises and develops patient education materials** |
| **E** | • Anticipates patient/family learning needs and utilizes a variety of teaching strategies appropriate to the patient’s needs  
  • **Serves as expert resource and facilitates other staff in improving patient education**  
  • **Collaborates with other disciplines to develop and/or implement patient/family teaching programs** |

Peer designation for *Patient & Family Education:*

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### Policy / Procedure / Protocols

| A | Identifies location of and utilizes hospital policies and unit procedures and protocols |
| C | Demonstrates ease in application of hospital policies and unit procedures and protocols |
| D | Teaches and functions as a resource in the application of hospital policies, and unit procedures and protocols |
| E | Researches, revises and develops hospital policies and unit procedures and protocols utilizing appropriate channels and resources |

Peer designation for *Policy / Procedure / Protocols*:

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### Promoting Culture of Safety

| A | Adheres to hospital policies related to medication safety: Order writing convention, correct administration considerations, Double checks and other established policies and practices  
|   | Familiar with and follows standards related to patient and staff safety |
| C | Identifies and intervenes when there are concerns related to medication safety, providing feedback to staff members involved  
|   | Anticipates and intervenes related to patient and staff safety |
**Peer designation for Promoting Culture of Safety:**

- **A**
  - Admission assessment, flow sheets, MARs, and other applicable documentation forms are completed in a timely manner according to policy with minimal guidance

- **C**
  - Consults documentation to identify trends in patient status and enhance continuity of assessment and ongoing nursing care

- **D**
  - Involved in ongoing quality monitoring of documentation of nursing care and patient outcome

- **E**
  - Advocates for culture of safety through knowledge, problem solving and system changes

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**Documentation**

- **A**
  - Admission assessment, flow sheets, MARs, and other applicable documentation forms are completed in a timely manner according to policy with minimal guidance

- **C**
  - Consults documentation to identify trends in patient status and enhance continuity of assessment and ongoing nursing care

- **D**
  - Involved in ongoing quality monitoring of documentation of nursing care and patient outcome

- **E**
  - Participates in the development of documentation tools, standards and/or policy

**Peer designation for Documentation:**

- **A**
- **C**
- **D**
- **E**

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Please describe a time when you saw me at my very best. What qualities did I display in this domain?

(Clinical Skills & Knowledge Domain)