

TOWNHOUSE EXTENDED CARE CENTER
NURSING DEPARTMENT

COMPETENCY EVALUATION

REGISTERED NURSE, LICENSED PRACTICAL NURSE

NAME: J. Armes

DATE OF EVALUATION October 2012

DATE OF HIRE: _____

EVALUATOR: [Signature]

Type: RN LPN
 Probationary Annual Promotion Re-Evaluation

PURPOSE OF JOB DESCRIPTION

The primary purpose of your job is to assess, plan, implement and evaluate the nursing care of assigned residents.

Responsible for executing medical regimens prescribed by a licensed or otherwise legally authorized physician or dentist. Establish nursing regimen shall be consistent with and shall not vary from any existing medical regimen.

DELEGATION OF AUTHORITY

As staff Nurse you are delegated the authority, responsibility and accountability necessary for carrying out your assigned duties. Your immediate supervisor is the Nurse Manager of the unit to which you are assigned.

Every effort has been made to make your job description as complete as possible. However, it in no way states or implies that these are the only duties you will be required to perform. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or is a logical assignment to the position.

PERFORMANCE EVALUATION

A criteria based performance evaluation has been made a part of this job description so that a more realistic evaluation can be made of your job performance. Ratings are based on a scale from 1-5 as follows:

- 1 = 100% compliance, always
- 2 = 95% to 99% compliance, usually
- 3 = 90% to 94% compliance, sometimes
- 4 = 80% to 89% compliance, rarely
- 5 = Less than 80% compliance, never

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**COMPETENCY EVALUATION
RN/LPN**

A. NURSING PROCESS: ASSESSMENT	1	2	3	4	5
1. Formulates nursing diagnosis based on physical and psychosocial observation (self-care deficit needs)	✓				
2. Observes symptoms and changes in resident status.	✓				
3. Responds appropriately to resident status.	✓				
4. Identifies hi-risk issues.	✓				
5. Has applied knowledge of communicable disease transmission and infection control management.		✓			
6. Applies knowledge of rehab/restorative nursing.		✓			
7. Evidences knowledge of gerontological nursing as a basis for practice, eg nutrition, pharmacology and socialization needs of the elderly.		✓			
Comments: _____ _____					
B. PLANNING IMPLEMENTATION					
1. Through assessment of resident and family/significant other psychosocial needs and behavior, helps resident and family to cope.	✓				
2. Nursing plan of care is based on identified problems and needs.		✓			
3. Identifies goals and expected outcomes.		✓			
4. Develops nursing approaches (ie. Nursing orders) for resident care.		✓			
5. Set priorities; delivers or directs care to meet resident's needs.		✓			
6. Collaborates with other health professionals.	✓				
7. Administers medication and treatments in a safe knowledgeable manner.	✓				
8. Assists with diagnostic tests and procedures within his/her scope of practice.		✓			
Comments: _____ _____					
C. Evaluation					
1. Evaluates resident response to therapeutic regimen.	✓				
2. Evaluates nursing plan of care on an ongoing basis and makes modifications as indicated.		✓			
Comments: _____ _____					
D. DOCUMENTATION	1	2	3	4	5
1. Progress notes are clear and concise.	✓				
2. Initiates written CCP and updates, PRN.		✓			
3. Records Meds, treatments and other interventions clearly and accurately	✓				
4. Records resident status, ongoing changes and response to therapy.	✓				
5. Transcribes physician orders accurately and timely.	✓				
6. Flow sheets and follow-up notes are accurate and timely.	✓				
Comments: _____ _____					
SUBTOTAL:					
149					

**COMPETENCY EVALUATION
RN/LPN**

E. EMERGENCY PROCEDURES	1	2	3	4	5
1. Recognizes S/S of cardiac or respiratory distress or other impending emergencies and initiates appropriate action	✓				
2. Functions effectively in emergency situations.	✓				
3. Demonstrates understanding of emergency procedures, eg, int/ext disaster, fire.	✓				
COMMENTS: <i>Mr. Coomin possesses excellent assessment skills which permit her to identify when her residents are in a critical condition</i>					
F. COMMUNICATION/INTERPERSONAL RELATIONS					
1. Explains, involves and instructs resident and/or family (sig. Other) concerning the therapeutic regimen.	✓				
2. Collaborates with other health professionals in the plan of care.	✓				
3. Explains, involves and instructs other professional and non-professional staff in regard to resident problems and the therapeutic regimen.	✓				
4. Functions effectively-individually and as a team member during periods of crisis and stress.	✓				
5. Communicates effectively with colleagues, physicians, nurse assistants and other allied health professionals, facility staff, students, and volunteers.	✓				
COMMENTS: <i>Very professional and interacts with the multidisciplinary team</i>					
G. UNIT MANAGEMENT					
1. When in charge, makes appropriate resident care assignments based on resident needs and the available skill mix.	✓				
2. Investigates and intervenes in problem situations, reporting appropriate information to NM, NCC, MD, SW, etc. as indicated.	✓				
3. Checks to insure that equipment and supplies are available and emergency equipment is in proper working order.	✓				
4. Gives report to staff; timely.	✓				
5. Participates in orientation of new staff.	✓				
6. Orients float staff to resident needs.	✓				
7. Acts as role model for staff.	✓				
8. Plans time effectively for staff and self.	✓				
9. Completes charting and other responsibilities.	✓				
10. Follows communication channels.	✓				
COMMENTS: <i>When in Charge makes right decisions and manages unit very well.</i>					
SUBTOTAL:	8				

