

**NCM 107: INTEGRATED NURSING PRACTICE  
PERFORMANCE EVALUATION  
HEADNURSING**

Name: \_\_\_\_\_

Date: \_\_\_\_\_ / 100 %

Area: \_\_\_\_\_

Rating: \_\_\_\_\_ / 100 %

POINT SCALE		EQUIVALENT
3	Outstanding	Carries out expected tasks in VERY CONSISTENT manner with MINIMAL supervision and guidance.
2	Satisfactory	Carries out expected tasks in a MODERATELY CONSISTENT manner with FREQUENT supervision and guidance.
1	Needs Improvement	Carries out expected tasks in RARELY CONSISTENT with CLOSE supervision and guidance.

PERFORMANCE	SCORE	3	2	1
<b>I. ESTABLISHMENT OF WORKING RELATIONSHIP</b>				
1. Establishes rapport with subordinates				
2. Gains trust and confidence of subordinates				
3. Able to mediate between subordinates and patients				
4. Punctual and prompt in all activities				
5. Able to maintain stability under pressure				
6. Shows courtesy at all times				
<b>II. ASSESSMENT/PLANNING</b>				
1. Utilizes appropriate resources for ward assignment				
2. Utilizes different techniques in gathering data				
3. Interview, observation, records review, reports				
4. Gathers data on				
5. Nursing Service History, Physical set-up, Organizational Chart, Ward Rules and regulations and SOP's, Channel of Communication, Records and Reports				
6. Follows principles of time management				
7. Analyzes data gathered based on scientific concepts and principles				
8. Briefs student staff nurses on data gathered				
9. Identifies prioritizes problems bases on data gathered according to the urgency of the problem, availability of resources (Manpower, materials, money/budget)				
<b>III. PROBLEM SOLVING PROCESS</b>				
1. Involves staff, other members of the health team and administrative units in identifying problems in the unit				
2. Generates suggestions and recommendations for the resolution of identified problems				
3. Analyzes the existence of the problem stating immediate, intermediate root cause				
4. Develops alternative course of action				
5. Implements plan of action				
6. Sets criteria for evaluation using the different parameters of evaluation (effectiveness, efficiency, appropriateness, acceptability, adequacy)				
<b>IV. LEADERSHIP</b>				
1. Conducts a pre-conference with his /her staff to discuss the objectives and activities for the day, helps subordinates formulate strategies in accomplishing assigned tasks, address questions pertaining to accomplishment of tasks				
2. Prepares and brief subordinates on the learning objectives for the day				
3. Distributes patient assignment evenly				
4. Delegates tasks to student staff nurses				
5. Prepares and briefs subordinates on the daily plan of activities				
6. Supervises his /her staff during procedures and other assigned tasks				

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# Standards Job Descriptions Performance Evaluation Nursing Practice

**James H. Stronge**



## **Standards Job Descriptions Performance Evaluation Nursing Practice:**

Standards, Job Descriptions, and Performance Evaluations for Nursing Practice Dale Kayser Jernigan, Abigail Pepper Young, 1983 Applying Standards for Nursing Practice Registered Nurses' Association of British Columbia, 1995

**Introduction to Management and Leadership for Nurse Managers** Russell C. Swansburg, Richard J. Swansburg, 2002 This book is designed for management development of professional nurses in the twenty first century The text provides the best management concepts and theories of management available from the field of generic management as well as from nursing management sources It also provides theoretical and practical knowledge that will aid clinical nurse managers in meeting the demands of constantly changing patient care services School Nursing Robin Shannon, Catherine F. Yonkaitis, 2015-06-26 Endorsed and promoted by the National Association of School Nurses NASN this is the only comprehensive and current resource for practicing school nurses and students From the foundations of practice roles and functions legal concerns and leading and managing within school settings to the well child the child with episodic and chronic illness and behavioral issues it encompasses all aspects of the delivery of healthcare services to school age children adolescents and staff Written and edited by school nurses and pediatric experts it features real world tested best practices based on evidence and experience and content not found anywhere else AMEDD End Stage Renal Disease ,1988

**School Nursing** Janice Selekman, Robin Adair Shannon, Catherine F Yonkaitis, 2019-07-01 Produced in cooperation with the National Association of School Nurses this text includes comprehensive coverage of the multiple facets of school nursing from the foundations of practice and the roles and functions of a school nurse through episodic and chronic illness and behavioral issues to legal issues and leading and managing within school settings Written and edited by school nurses and pediatric experts it features real world tested best practices based on evidence and experience There s content here that you won t find in other books such as health assessments individualized health plan development mental health conditions including adolescent depression contemporary legal issues and current policy statements essential to school nursing **A**

**Guide to JCAH Nursing Services Standards** Carole H. Patterson, Joint Commission on Accreditation of Hospitals, 1986

**Evaluation Handbook for Professional Support Personnel** James H. Stronge, 1995 Management and Leadership for Nurse Administrators Linda Roussel, Richard J. Swansburg, Russell C. Swansburg, 2006 Designed for the management and development of professional nurses this text provides management concepts and theories giving professional administrators theoretical and practical knowledge enabling them to maintain morale motivation and productivity Organized around the four management functions of Planning Organizing Leadership and Evaluation it includes new chapters on total quality management the theory of human resource development and collective bargaining Additionally content has been added to include recommendations from the work of the Institute of Medicine and the Magnet Appraisal process Encyclopedia of School Health David C. Wiley, Amy C. Cory, 2013-08-23 Children spend more time at school than anywhere else except home

thus schools can have a major effect on children's health by providing a healthy physical environment serving meals and snacks built around sound nutritional guidelines and teaching about health as well as modeling and promoting healthy behaviors. School health services programs involve not only school nurses and focus not only on nursing practice standards and performance issues they also include services and classes to teach students the information and skills they need to become health literate to maintain and improve their health to prevent disease and to reduce risky behaviors impacting health. School nurses, teachers, administrators, health coordinators, guidance counselors, and social workers all join with parents in safeguarding and promoting the health and well-being of school-aged children as a basic foundation for academic success. The Encyclopedia of School Health offers quick access to health and wellness information most relevant to children in America's K-12 school setting. You'll find valuable guidance on developmental stages, acute and chronic illnesses, special education, nutrition, crisis response, prevention, and more.

*The Manual of Operating Room Management* Cynthia Spry, 1990  
Here is a thorough, pragmatic, hands-on guide to developing cost-effective and high-quality OR policies and procedures. Concise overviews spell out the need and purpose of every OR administrative and managerial task, and down-to-earth blueprints take you through the steps necessary to accomplish tasks and maintain quality. The manual includes hundreds of pages of formatted material, proven through use by the leading surgical facilities that provided them, ready to put to work.

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**Abstracts of Health Care Management Studies**, 1985  
Current significant studies of hospital management and planning. Although journal articles and other published literature are included, unpublished studies such as those with limited or regional distribution are also described. Focuses on the hospital and its environment with emphasis on information gathered through structured surveys and studies. Classified arrangement. Author, source, subject, and microfilm indexes.

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[Human Resource Management in Nursing](#) Dale Kayser Jernigan, 1988

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