

Performance Appraisal Evidence Guide

Requirements to Advance to RN IV (New Applicant)

4 Years or More Experience in Specialty

Name:	Workday ID:	Please check one of the following: Management Track <input type="checkbox"/> Clinical Expert Track <input type="checkbox"/>	Clinical Area:
CSM:	Email Address:		Submission Date:

I acknowledge the information provided in this portfolio is true and accurate. I further acknowledge I have not received a written disciplinary warning in the past 12 months. I understand if I receive a written disciplinary warning I will return to RN III status and will receive a decrease in my salary equal to the compensation received before my promotion to an RN IV.

RN IV Applicant

Date

Clinical Service Manager (CSM)

Date

Clinical Specialist (CS)

Date

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Minimum Professional Requirements

NOTE: All qualifiers in this section are required.

To maintain RN IV status, you must meet all requirements AND must score a "Satisfactory" or above on the RN III Performance Appraisal Evidence Guide.

Provide first page of the most current performance evaluation that lists the overall score of 2 or above.

Provide copy of BSN diploma or transcript

Provide proof of completion of the following training within the evaluation period. Please "✓" to show completed.

- CITI Course Human Subject Protection (Online module) - **NOTE: Only required if completing an evidence based practice or research project**
- TRAQ training - **NOTE: Only required if completing a performance improvement project**

Provide proof of current professional certification that shows expiration date

Certification: _____ Expiration Date _____

Provide copy of current Training Tracker report of minimum of 48 CE hours obtained of staff development and/or other CE within the evaluation period, demonstrating no deficiencies. May use academic hours (1 hour = 5 credit hours for a max of 20 hrs.)

Provide current Advanced Clinical Certifications required for each unit/area as listed below. Submit copies of competency document and/or certification card for each required certification.

Unit/Area	BLS	ACLS	PALS	NRP	STABLE	Chemo	TNCC	Fetal Monitoring
Ambulatory	X							
ED	X	X	X				X	
ENDO	X	X						
Critical Care – E4	X	X						
Critical Care - H4, F4	X	X					X	
Oncology - H7, Stem Cell - F7, E7	X					X		
NICU - F5, H5	X			X	X			
Lactation	X			X				
L&D - E5, Perinatal - E6	X			X				X
Antepartum – A5	X							X
Med. Surg. Units - F9, H9, F8, H8, F6, H6	X							
Pre-OP/Anesthesia	X	X	X					
PACU	X	X	X				X	
OR	X							
Infusion	X					X		
PRI Adult/Women	X							
PRI Child	X							
ECT	X	X						
Float Pool	X	X(ICU)	X(ICU)	X(M/I)	X(M/I)			X(M/I)

NOTE – BLS, ACLS, PALS, NRP, and Fetal Monitoring are renewed at 2 year intervals; TNCC is renewed at 4 year intervals; Chemo is renewed every year. STABLE is only required once and must be attained within 6 months of employment.


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Applicant must select at least three (3) qualifiers from the following categories.

NOTE: Applicant may not select more than one qualifier in a category.

	Category #1 - Professional/Clinical Development
	<p>Current membership in a National or State Chapter Professional Organization.</p> <p>Professional Organization: _____</p> <p>Provide copy of card and/or certificate and indicate involvement (member, officer/chair, committee member, etc).</p>
	<p>Advanced Clinical Certifications (ACLS, PALS) not required for your unit/area specialty.</p> <p>Advanced Certification: _____</p> <p>Provide copy of card and/or certificate for each.</p>
	<p>Continuing Education hours beyond required. (Must be at least 20 hours over required 48 CEU's)</p> <p>Examples:</p> <ul style="list-style-type: none">• UAMS specific and/or formal continuing education• School hours; 1 hour=5 credit hours not to exceed 20• Read a journal/article and submit for CEs• Attend a seminar/conference• Participate in Mentoring Others or Public Speaking programs offered at UAMS <p>Provide copies of all CE hours obtained</p>
	<p>Clinical Competence in two (2) or more units (cross-training)</p> <ul style="list-style-type: none">• This is beyond the expected floating and cross training expected within the work unit• Maintenance of all competencies within two units and shows flexibility in scheduling to help facilitate our mission of better patient care by assisting another unit when they are short staffed. <p>Unit(s) Cross-Trained: _____</p> <p>Provide proof of completion of training/competencies required for additional unit(s) taken within the evaluation period.</p>
	<p>Work toward graduate degree beyond BSN - Master/Advanced Practice (MSN, MS, NP) or Doctoral Special focus programs – such as Nurse Education, Leadership, Quality, Healthcare Management, etc.</p> <p>University & Program: _____</p> <p>Provide copy of college transcript with applicable classes highlighted in yellow.</p>
	<p>Project negotiated and approved by CSM and CS that has a direct clinical/educational benefit to the unit, or hospital, but does not fit into other Resource Nurse categories.</p> <p>Name of Project: _____</p> <p>Provide the special project/activity verification with summary of negotiated activity, signed by CSM/CS.</p>

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✓	Category #2 - Contribution to the Development of Others
	<p>Participation in Annual Performance Appraisals for nursing and support staff as directed by CSM (RNIV Management Track Only)</p> <p>Provide documentation of number of performance appraisals completed, including names etc. Must be validated by CSM.</p>
	<p>Participation in the mentoring of an individual in their professional development above and beyond daily nursing duties. Examples include: educational or career planning, mentoring novice nurses in their professional growth beyond orientation or preceptorship, encourage/assist in obtaining certification.</p> <p>Name of Mentee: _____</p> <p>Provide one or more of the following:</p> <ul style="list-style-type: none"> • Letters or exemplars from applicant and mentees regarding mentorship activity or a letter regarding involvement in a mentorship society. • Applicant exemplars written about the mentoring experience • Evaluation from Mentoring Others Program at UAMS (evaluations)
	<p>Participation in precepting of a designated employee, student, or summer extern as part of a formal staff development program. (NOTE: Must have completed preceptor competency training)</p> <p>Name of Orientee/Student/Extern: _____</p> <p>Provide documented scheduled time with the designated employee and a copy of preceptee evaluation.</p>
	<p>Provide Instruction/Training/Educational Offerings within UAMS system/community such as In-services, Hot Topics, educational poster development, continuing nurse education, patient education materials. BLS, ACLS, NRP, etc. In-service topics must be approved by and coordinated with CSM or CS and must be developed and presented in either poster or live presentation format with a minimum of 15 minutes' presentation time.</p> <p><i>NOTE: Reporting minutes from a meeting or taskforce to your peers is part of the anticipated function for being on a committee and is not considered in-services.</i></p> <p>Provide the following:</p> <ul style="list-style-type: none"> • Competency Instruction (for ACLS/BLS/PALS, etc., provide instructor card and schedule of classes) • In-service - Include class name, length of class, date and time of class, objectives and outline, rosters, attendance sheets, and evaluations. <ul style="list-style-type: none"> ○ Training Tracker attendance ○ Copy of presentation • CE submission - include copy of application
	<p>Participation as a proctor for skills validation. Present, demonstrate, or evaluate skills and assist in annual skills verification of unit/department staff. May also assist on hospital-wide skills verification.</p> <p>Provide one or more of the following:</p> <p><i>Unit Skills</i> - Skill competency check-off completed & signed, list skill and dates of verification.</p> <p><i>Skills Day</i> - List skills verified, staff members, unit, and date, Skills Day Roster and schedule. Also, submit verification from class coordinator or educator for participation in hospital wide teaching/check off of skill competencies in classroom or simulation settings.</p>

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	Category #2 - Contribution to the Development of Others (Continued)
	<p>Complete EPIC Super-user training and act as the 1st line of support for assistance with system and helping facilitate problem solving.</p> <p>Provide a log in which staff record their questions and lessons learned so that nurses can learn from one another and help subsequent units adopt systems with greater ease. Log must be verified by CSM.</p>
	<p>Project negotiated and approved by CSM/CS that has a direct clinical/educational benefit to the unit, or hospital, but does not fit into other Resource Nurse categories.</p> <p>Name of Project: _____</p> <p>Provide the special project/activity verification with summary of negotiated activity, signed by CSM/CS.</p>

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	Category #3 - Leadership
	<p>Create, lead, or attend a Task Force/Committee that meets for a specific purpose which is self-limiting and recognized by the organization which includes rosters and minutes.</p> <p>Name of Taskforce: _____</p> <p>Provide evidence of 80% attendance for a full year of scheduled meetings – attach roster. Include: Name of Committee, UAMS or Clinical area based committee, scheduled meeting dates, dates attended.</p>
	<p>Assist CSM/Charge Nurse with schedule development/maintenance - (RNIV Management Track Only)</p> <p>Provide schedules and describe your participation</p>
	<p>Assist your units' Nursing Practice Review Council Member with creating new policies, reviewing and suggesting changes or deletion of current policies. Also assist in communication of policy changes to unit.</p> <p>Provide copies of policies RN reviewed or drafted and meeting minutes of all staff/unit meetings where RN presented changes.</p>
	<p>Provide support and leadership for Joint Commission readiness environmental or knowledge chart tracers. Assist in the corrective actions for areas noted for improvement during formal Joint Commission Survey.</p> <p>Provide copies of completed environmental or knowledge chart tracers, tracer schedules, and/or description of noncompliance issue(s) and action plan including communication and education of staff. Participation and leadership in tracer process must be verified by CSM or CS.</p>
	<p>Recipient of a DAISY of the Month, Annual Nursing Recognition Award Winner, or Unit Recognition Award during previous performance review period.</p> <p>Award : _____</p> <p>Provide award(s) certificate.</p>
	<p>Project that has a direct clinical/educational benefit to the unit, or hospital, but does not fit into other Resource Nurse categories. Must be approved by CSM/CS.</p> <p>Name of Project: _____</p> <p>Provide the special project/activity verification with summary of negotiated activity, signed by CSM/CS.</p>

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	Category # 4 - Performance Improvement, Evidence Based Practice, or Research ****All outcomes based projects (PI/EBP/Research) must be pre-approved by the Center for Nursing Excellence ****
	<p>Publication in newsletter or journal (content must be relevant to EBP, performance improvement, or research). May be completed at the unit, organizational, local, state, or national level.</p> <p>Provide copy of the publication that includes date and newsletter/journal title.</p>
	<p>Provide in-service for unit, division, or organization that results in internally recognized staff development hours for participants. Should be different from qualifier used to meet Contribution to the Development of Others qualifier.</p> <p>In-service Topic: _____</p> <p>Provide copies of sign in sheets of participants along with any handouts or pictures of the presentation. May also include:</p> <ul style="list-style-type: none"> • Pictures of you presenting • PowerPoint presentation • Pictures or copies of poster board/flyer
	<p>Research utilization or formal literature review.</p> <p>Provide the following forms: PICO, Individual Evidence Summary, Conclusions/Recommendations</p>
	<p>Poster presentation at UAMS Research Day or other CE education offering/conference.</p> <p>Provide copy of Research Day poster and/or podium presented.</p>
	<p>Involvement in EBP, Research, or Quality Improvement project (outcome based projects preferred).</p> <p>Provide proof of involvement that includes the development or implementation of actions necessary to complete the project.</p> <p>EBP</p> <ul style="list-style-type: none"> • EBP outline with time line • Supporting Documents – PICO, Evidence Summary, Presentation, Meeting Minutes, and Poster. <p>Quality Improvement</p> <ul style="list-style-type: none"> • Project Charter • Stakeholder Map • Stakeholder Action Plan • Data/PDSA Optional <p>Research</p> <ul style="list-style-type: none"> • IRB protocol • Research Participation (certificate) • Clinical Liaison – Emails, Meeting Attendance, etc.

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	Category # 5 - Community Activities
	<p>Individual involvement in a community service that maintains the mission of UAMS to improve the health status of the community. Categories include non-health related, health-related, organization committee related. May act as the Chairperson/Coordinator of Event or participant. Activities may be through schools, churches, or community organization events.</p> <p>Name of Event/Service: _____</p> <p>Examples:</p> <ul style="list-style-type: none">• Non-Health related Community Service: walks, bike rides, food drive, etc.• Health-related Community service as follows:<ul style="list-style-type: none">○ Participation in a local blood drive (not donating blood)○ RN chaperone/Camp nurse for scout camping trip○ Teaching Scouts First Aid○ Teaching community CPR○ Smoking Cessation activities <p>Provide dates and number of hours volunteered with the signature of the Event Chairperson or certificate of participation.</p>
	<p>Serve as a Nurse Ambassador for UAMS Nurse Recruitment. Must be coordinated with the Nurse Recruiter. Primary responsibilities are in the areas of educating the public about the nursing profession and promoting nursing as a career choice.</p> <p>Examples:</p> <ul style="list-style-type: none">• Volunteer for Annual Nursing Expo• Speak to nursing students• Preceptor for high school students interested in health care professions. <p>Provide certificates of completion with verification through Nurse Recruitment office.</p>
	<p>Serve as a Guest Lecturer or Adjunct Faculty for Nursing Program to help students obtain knowledge & experience in a particular area of practice, or develop professional knowledge in a specialty area.</p> <p>Provide one or more of the following:</p> <ul style="list-style-type: none">• Program objectives, roster and evaluations• Verification letter from school• Copy of presentation or outline

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Category # 5 - Community Activities (Continued)

Serve on a board not affiliated with nursing to showcase the work and image of nurses on a broader scale, particularly as it connects to areas other than healthcare but are necessary as it connects to areas other than healthcare but are necessary for the holistic well-being of the community at large. Must be a recognized community organization that holds regular meetings.

Name of Board/Organization: _____

Examples:

- Arkansas Workforce Board
- Boys & Girls Club
- Community Improvement Board
- Master Gardener Beautification Projects
- Heifer International
- Habitat for Humanity

Provide photos of your participation or verification letter from organization including number of hours of participation.

Unit or population based project. Demonstrate coordination or participation.

Name of Community Project:

Provide photos, certificate of participation, emails indicating involvement, or other evidence.

Reference: NR.CP.1.41 RN IV/RN V Review Policy