Performance Document - Incentive Goal Document
Self-Evaluation

Incentive Goal Document, 07/01/2010 - 06/30/2011

Author: Role: Employee
Status: Completed Due Date: 07/30/2011

Employee Data

<table>
<thead>
<tr>
<th>Empl ID : 0000002250</th>
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</thead>
<tbody>
<tr>
<td>Department : 8722</td>
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<tr>
<td>Nursing Administration</td>
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<tr>
<td>Years of Job : 1 Years 9 Months</td>
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</tbody>
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The document status is Completed.

Section 1 - Organizational Initiatives

Section 2 - Employee Goals

Goal 1

Description: Revitalization of the Shared Governance structure at the unit level
Measurement: Threshold: Each med-surg unit manager has researched and discussed with 95% of unit staff the structure, process and potential outcomes of unit based practice councils by FYE 2011/Target: Each med-surg nursing unit has established a unit based practice council with a staff RN chair and monthly agenda based meetings by FYE 2011 //Outstanding: Each med-surg unit practice council has held a multidisciplinary retreat day, created action plans for improving unit performance and has successfully implemented one action plan by FYE 2011
- Due Date:
- End Date:

Rating: Outstanding 3

Threshold: Each of the med-surg units held staff meeting discussions presenting the benefits and opportunities of expanding shared governance to the unit level.
Target: Each med-surg unit now has a unit based practice council with a staff member chair, and monthly agenda driven meetings. I hosted a one-day off site retreat for each unit to facilitate team building and brainstorming for unit issue identification and action plans. Outstanding. Each Med-Surg practice council has completed at least one action plan through shared decision making with implementation of same.

Created By: Template 07/01/2011 12:39PM
Last Modified By: 07/08/2011 1:54PM

Goal 2

Description: Improve patient safety through reduction of patient falls
Measurement: Threshold: Patient falls in med-surg are reduced by 1-4% by Q2, 2011 from 2010 average/Target: Patient falls in med-surg are reduced by 5-9% by Q2, 2011 from 2010 average //Outstanding: Patient falls in med-surg are reduced by 10% or greater by Q2, 2011 from 2010 average
- Due Date:
- End Date:

Rating: Outstanding 3

2011 Fiscal Year Med-Surg aggregate fall rate is at 2.59.
The Med-surg aggregate rate from July 09-June 10 was 3.26
Goal 3

Description  Continue to improve financial management
Measurement  Threshold: Aggregate performance index at 90% for med-surg by FYE 2011. Registry use at 2% or less and POT at 3% less (excluding backfill coverage for Quest)/Target: Aggregate performance index at 91-94% for med-surg division by FYE 2011. Registry use at 1.5% or less and POT at 3.0% or less (excluding backfill coverage for Quest) /Outstanding: Aggregate performance index at 95% or higher for med-surg division by FYE 2011. Registry use at 1.5% or less and POT at 2.5% or less (excluding backfill coverage for Quest)
- Due Date :
- End Date :

Rating:  Not Met  0
The aggregate performance index for the Med-Surg division was at 96% for the fiscal year, which meets the Outstanding measure.
However, Registry use was at 8.0% and POT was at 5.3%, not meeting threshold goals.
Comments:  I facilitated a robust process this year to hire BSN new grads, as well as designed an "attrition" hiring process to more quickly fill staff vacancies. I research and proposed a program to use an outside company for pre-screening for SHA applicants to improve the quality of those brought in for interviews. The SHA screen program will start in the coming fiscal year.

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