You have spent at least parts of one week with each of the Periop RNs. This evaluation is intended to elicit your input on where the new RNs are at in their progression towards independence on the OR team. I need your perspective of the individual’s progress and what will be helpful in rounding out their experiences. Your responses will remain confidential. Written comments would be helpful. Don’t worry if they aren’t a “10” on everything . . . they are still learning.

Grading Scale:

A grading scale of 0-10 will be used by the preceptor(s) to indicate degree of competency.

0 - An absence of desired performance. (Comments necessary.)

5 – Performance is present but contains one or more of the following: inconsistency, hesitancy, lack of foresight, lack of organization, lack of anticipatory actions to expedite the surgical process, break in sterile technique, break in safety practice. Please provide supporting comments.

10 – Performance is exemplary, consistent, organized and expeditious.

(Feel free to use any number on the continuum from 0 – 10)

<table>
<thead>
<tr>
<th>General Categories</th>
<th>SCORE</th>
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<td>Aseptic Technique</td>
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<td>Efficiency/Organizational skills:</td>
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<td>Teachability:</td>
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<td>Adherence to St. Luke’s values &amp; OR Group Norms</td>
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<td>Anticipation of MD’s needs:</td>
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<td>Comments:</td>
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Orientation/Learning Style:

- Reviews case carts and anticipates supplies for each case.
- Demonstrates equipment knowledge necessary for cases.
☐ Displays appropriate assertiveness in areas where they are strong while being open to seek my input as a resource as needed.

☐ Spends time reviewing the case after it is done to determine strengths and further learning needs.

☐ Actively reviews their orientation manual with me (if applicable)

☐ Is open to discuss performance with me and build on strengths while seeking out opportunities to strengthen any weaknesses.

☐ Demonstrates open communication throughout the preceptorship.

☐ Seeks out my expertise as needed.

☐ Seeks to fit into the OR team by evidencing an openness to get to know other staff and surgeons.

☐ Seeks progressive independence.

☐ Demonstrates increasing personal competence in specialty areas.

☐ Learns from failure.

☐ Seeks out appropriate learning resources throughout the orientation.

Comments:

Aseptic Technique
☐ Demonstrates a consistent and comprehensive understanding of aseptic technique.

☐ Demonstrates a consistent and comprehensive implementation of aseptic technique.

☐ Avoids edges of drapes, wrapping and sterile fields when opening.

☐ Evidences awareness of when he/she has contaminated something and evidences problem solving of the contamination.

☐ Opens sterile items in aseptic manner.

Comments:

Clinical Practice
☐ Demonstrates increasing competency in all procedures performed in the department.

☐ Demonstrates expertise in safety principles, asepsis, sterile technique and universal precautions and applies and shares knowledge with others. Takes appropriate action to ensure maintenance of the sterile field.
□ Demonstrates increasing ability to operate and maintain medical center and unit specific equipment and instrumentation utilized to perform duties of the job. 

□ Actively involved in patient transportation and positioning, turnover of rooms and other duties as indicated. 

□ Demonstrates increasing familiarity with emergency procedures and protocols. Actively participates in emergencies by performing job functions in a positive, efficient and effective manner. 

Comments:

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**Professional Communication**

□ Maintains confidentiality in matters relating to patient/family. 

□ Communicates in a professional, pleasant manner with co-workers, physicians and patients. 

□ Actively adheres to St. Luke’s values and the ORs Group Norms. 

□ Is able to set aside personal interests and devote self completely to the student role. 

□ Gives and receives constructive criticism in a positive manner. 

□ Maintains professional relationships and conveys relevant information to other members of the health care team. 

□ Initiates communication with peers about clinical priorities for care. 

□ Relays information appropriately over telephone, pagers, and other communication devices. 

□ Internal concerns and social interactions are not discussed in front of uninvolved others. 

Comments:

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**Teamwork**

□ Accepts assignments based on competencies and unit needs. 

□ Works closely with other care providers to successfully contribute to optimal patient outcomes. 

□ Reports on case status as needed to ensure optimum patient outcome. 

□ Initiates problem-solving and conflict resolution skills to foster effective work relationships with peers. 

Comments:
Professional Development

- Attends staff meetings, in-services, and continuing education.
- Responds to problems/opportunities to improve care/customer service.
- Supports involvement in the hospital’s Performance Improvement initiative.
- Participates in and maintains competencies required for the position and specific unit/area(s) of assignment.

Comments:

Skills Application:

Please list the skills which the orientee is routinely performing in a consistent manner:

What would you identify as the greatest strength(s) of this orientee?

What would you identify as the greatest learning need(s) of this orientee?

When do you feel this individual will be capable of doing basic cases on their own?

When do you feel this individual will be competent to take call on their own?


This evaluation template accompanies the series, Onboarding of new RN circulators, in the September, October, November, and December 2010 OR Manager newsletter.

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