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Background

Annual RN evaluations are high-stakes yet traditionally disconnected from daily practice.

Annual RN reviews are high-stakes and emotionally charged, often tied to ratings, recognition, and compensation.

In large health system, shared review cycles intensify pressure by requiring evaluations within a fixed timeframes.

Traditional evaluations are retrospective, subjective, and disconnected from daily practice – limiting growth and engagement.

Purpose

To redesign RN evaluation from a single annual event into a continuous, transparent system that supports reflection, accountability, professional growth, and unit culture.

Evaluation as a Continuous System

Rather than compressing evaluation into one meeting, it occurs throughout the year:

Monthly → Quarterly → Annually

Peer Input → Dashboard → RN/Leader Review

This structure reduces surprises, clarifies expectations, and creates time and opportunity for improvement.

References available through QR code / Landing site

The RN Experience Framework



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Redesigned RN Evaluation Model

The RN evaluation experience was redesigned as an integrated system grounded in four guiding themes: **transparent, meaningful, human, and affirming.**

Each component reinforces the others, ensuring evaluation reflects real practice rather than isolated snapshots.



Outcomes

Expected Outcomes

- Increased transparency
- Improved efficiency
- Reduced administrative burden

Unexpected Outcomes

- Increased staff and leader joy
- Clearer expectations
- Improved clinical practice
- Higher engagement and accountability
- Stronger RN–manager relationships

“We were surprised to find so much meaning and joy.”

Impact on Culture

Anxiety is reduced through year-round feedback

Evaluation is now viewed as affirming – not punitive.

Nurses report increased meaning and recognition
Leaders report improved clarity and coaching effectiveness

Key Takeaways

Evaluation is not an event—it is a system

- Continuous feedback strengthens culture
- Data + reflection enable meaningful conversations
- This model is **replicable across units & settings**