PEER REVIEW

“DE-MYSTIFYING THE PROCESS”

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Disclosure Statement

No competing financial interests exist with this presentation.
First noted in literature in 1979 by the NLN, who supported peers being involved in evaluating appropriateness and quality of care.

By early 1980’s, the ANA proposed that nurses of similar rank / experience conduct peer evaluations as a method to improve quality.

1990’s saw increasing adoption of Peer Review, particularly by APN’s, to focus on QA measures, promote role development, and increase visibility of these nurses.
Peer Review Today......

Definition: The ANA describes Peer Review as a process by which professionals from a common practice area systematically assess, monitor, and provide feedback to peers comparing actual practice to established standards.
What organizations look for evidence of Peer Review?

Example:

American Nurses Credentialing Center “Magnet Recognition Program”......

Key component of the Magnet Model is exemplary professional practice, and Peer Review is an exemplar that the ANCC cites as contributing to professional nursing practice
Why consider Peer Review?

“The Benefits”

- Provides direct feedback from the people we work with about what is important to them.....let’s us know how effective we are and how we effect others; increases self-awareness
- Our peers are likely more knowledgeable about our day-to-day work performance than a supervisor is usually able to directly observe
- Makes evaluation process more meaningful, valid, and helps foster professional growth
Peer Review – “Common Concerns”

- Does it replace performance evaluation?
- How might it differ from what we do now??? ....Change can be uncomfortable
- Is a unit/staff too big or too small in size to consider implementing???
- Do all settings implement Peer Review the same way???
Evidence-Based Approach to Peer Review

What might it look like???

Example of an EBP framework:
The Johns Hopkins Nursing Model....”The PET Process”
PET Process – Phase I

“P” – Practice Question:
What are the best tools / practices for establishing and fostering a peer review process as a part of the employee performance appraisal process in a clinical setting?
PET Process – Phase II

“E” - Evidence:
Search for evidence / data that supports a recommendation to implement a peer review process in a clinical setting
PET Process – Phase III

“T” – Translation:
Develop recommendation for a nursing practice change to incorporate an existing performance tool with some form of peer review component to an overall process.
Wilmer Nursing – Our work plan, 2012-13

Planning process – “Where we started”
- Phase I – Intro to Peer Review, February 2012
- Phase II – Education/tool development, Mar-Aug

Implementation process – “What we did”
- Phase IV – Evaluation of the Pilot, March 2013

Modify the process – “Where we’re going”
- Phase V – Expansion to all WEI nursing roles
Peer Review....What’s needed for success???

- Thoughtful reflection by participants that is open, honest
- Constructive approach, not punitive attitude
- What do we want new behaviors to look like going forward?
In Summary…….Peer Review can:

- Help us increase accountability and self-awareness from feedback (critical reflection)
- Strengthen our professionalism
- Identify needs for more knowledge that will increase competence and foster future growth

In other words….Elevates the practice environment, which benefits nurses, organizations, and ultimately our patients
“Final Thoughts”

Keep an open mind!!!

Nursing teams are often the most creative and resourceful among professional groups....Consider the potential for having professional behaviors and expectations match our clinical abilities
References


Websites