PRIDE 360°: An Innovative Peer Review Program

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Introduction

The nursing profession has the responsibility to periodically assess its members for adherence to current professional standards. The evidence-based mechanism for evaluation of professionalism is peer review with internal reflection of input to create professional goals.

At TriHealth in Cincinnati, Ohio, the annual peer review process is called PRIDE 360° (Peer Review Inspires Development and Education) and is based upon the American Nurses Association (ANA) Standards of Professional Nursing Practice. The 360 denotes that nurses working the same and opposite shifts may participate in each other's review process providing total evaluation of the nurse's practice.







The team recently revised the PRIDE 360° assessment tool to reflect the 2010 changes in the ANA Standards. Additionally, the revised tool now allows for a more meaningful appraisal process for all involved. The revised PRIDE 360° consists of 12 items incorporating the 16 ANA Standards with common nursing practice behaviors characterizing each item. Peer Reviewers choose which behaviors they have observed within the previous six months. There is also the opportunity to note additional behaviors and provide input for the self-observed.

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12 Peer Review Items Reflective of 16 ANA Standards The nurse demonstrates effective patient/family assessment, diagnosis, and identification of outcomes.

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- The nurse demonstrates effective patient/family planning, implementation, and evaluation.
- 3. The nurse practices ethically.
 - The nurse attains knowledge and competency that reflects current nursing practice.
- 5. The nurse integrates evidence and research findings into practice.
- 6. The nurse contributes to quality nursing practice.
- 7. The nurse communicates effectively in a variety of formats in all areas of practice.
- 8. The nurse provides leadership in the professional practice setting and the profession.
- 9. The nurse collaborates with patient, family, and others in the conduct of nursing practice.
- The nurse evaluates own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules, and regulations.
- The nurse utilizes appropriate resources to plan and provide nursing services that are safe, effective, and financially responsible.
- 12. The nurse practices in an environmentally safe and healthy manner.

Example: Peer Review Item #1

SECTION 01: Standards 1-3 (Assessment, Diagnosis, & Outcomes)

- The nurse demonstrates effective patient/family assessment, diagnosis, and identification of outcomes.
- Creates and maintains unit assignment board/sheet in a timely manner
- Assesses overall unit issues and patient population needs in a timely and appropriate manner (e.g. shift report, bed board meetings, rounds)
- Assists staff in identification of outcomes, goals, and plan of care based on individual patient care need (e.g. walking rounds, interdisciplinary rounds, support use of resources and consults)
- Routinely evaluates patient care by speaking with patients, families, physicians, and staff resolving issues as necessary
- Assists staff to identify patients at high risk for safety issues (falls, pressure ulcers, etc.) and follows through appropriately
- Other behavior related to this Standard (please identify in comment section)

Peer Rating:

- Select one:
- Unable to Rate
- 0.0 No behaviors related to this Standard
- ☐ 1.0 1 behavior related to this Standard
- ☐ 2.0 2 behaviors related to this Standard
- □ 3.0 3 behaviors related to this Standard
- 4.0 4 behaviors related to this Standard
- □ 5.0 5 or more behaviors related to this Standard

Evaluation Process

PRIDE 360© forms are developed within the Success Factors System and based on each nurse's job code. The PRIDE 360® process is completely separate from performance reviews and occurs six months after performance evaluations. There are three phases to the PRIDE 360® process with a deadline for each one: assignment of raters, completion of reviews, and manager/reviewee conference. Unit managers choose a staff member(s) to serve as Peer Resource Leaders (PRLs). The PRL's responsibilities include: the assignment of raters to each RN within the unit or service line, education of staff regarding process and timeline, monitoring compliance with deadlines during the process, assignment revisions as necessary, and encouragement for objectivity and honesty within the reviews. Confidentiality and anonymity are maintained at every point within the process. The conclusion of the process occurs when the manager meets with each reviewee to review their PRIDE 360© results.

Tool Validity & Reliability

Validity and reliability testing was conducted on the revised PRIDE 360° tool prior to release for use. Review of the nursing practice behaviors for each of the 12 items by a panel of three Advanced Practice Nurses and two Nurse Managers resulted in a scale Content Validity Index (S-CVI) of .9. Inter-rater reliability was determined by trialing the tool on five patient care units. Six nurses on each unit used the tool to evaluate two of their peers. A Fleiss Kappa analysis using ratings of all peer reviews resulted in scores of .141 to .512, indicating slight to moderate agreement beyond what would be expected by chance.

Impact

The PRIDE 360° has been so successful that it has been expanded to now include all levels of nursing based on each level's own ANA Standards

Reference

American Nurses Association (2010). *Nursing: Scope and standards of practice, 2nd Ed.* Silver Spring, MD: American Nurses Association.

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