

RN Peer Review | FY26 Performance Appraisals

What's the value of Peer Review?

- It is a **best practice** and **professional expectation**, as highlighted in the American Nurses Association's *Code of Ethics for Nurses* and *Scope & Standards of Practice*.
- Engaging in **professional dialogue** enables us to check-in with a peer and reflect on each other's strengths, achievements, areas for growth, and professional development goals.
- This process helps make us **better professionals, clinicians, team mates, and communicators!**

Key Components of Performance Appraisal RN Peer Review

- **One RN Peer Review is *required* for each performance appraisal cycle for *all* RNs.** Additional peer review may be completed as determined by the manager and/or individual.
- Occurs in a **face-to-face buddy process** with a peer (similar position, licensure, level of management, etc.). Additional definitions of a peer provided in Operational Guideline.
- **Use Prep Tool to reflect on one's own strengths and areas for growth;** take turns sharing self-reflections with peer and invite peer's input and feedback throughout dialogue.
- All RNs in non-Formal Nurse Leader positions use our Professional Practice Model as a guide.
- Conducted in a **transparent process** – face-to-face and documented via a template in Workday, including who provided the peer review, to be included in each performance appraisal cycle.
- Is ***not* an opportunity for holding a crucial conversation** – this should happen outside of performance appraisal peer review.
- Department may determine if self-selected or assigned by local professional governance committee.

Recommended Timeline FY26 RN Peer Review

December 2025	January - March 2026	April 2026
Determine if self-selected or assigned by Local NPG Committee Peer Selection & Introductions as needed	Face-to-face meeting with peer via buddy process Document completed peer review in Workday	Be ready for Annual Performance Appraisal *Specific due dates shared each year by leadership and HR

*For all Annual Performance Appraisal information and deadlines, please refer to the [HR Performance Management website](#).

Nursing Professional Governance Organization

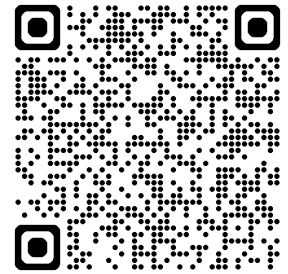
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Resources Available on the Nursing Peer Review Webpage

- **Operational Guideline | Peer Review & Self-Evaluation**
 - Definition of a “peer” for RNs and Formal Nurse Leaders
 - Nurse Leaders’ role in supporting peer review
 - Overview for:
 - All RNs in non-Formal Nurse Leader job profiles
 - Formal Nurse Leaders
- Recommended timeline and process
- Prep Tools for Peer Review
 - All RNs (non-Formal Nurse Leader)
 - Formal Nurse Leaders
- Written and video examples
- Department Tracking Grid for pairs and completion
- Workday Report Job Aid for Managers to assess Peer Review activity
- Example of Local Nursing Professional Governance Committee assigning pairs
- Educational resources to build communication skills and confidence in providing feedback



**RN Peer Review
Resources**

Resources and process oversight are provided by the NPGO Professional Development Committee and are available on the Nursing Peer Review website

Updated 12/2025

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