

Orientee Milestone Evaluation

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| Orientee: | Evaluation Period: |
| Manager: | Primary Preceptor: |

Strengths and Observed Progress

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| <i>Document specific examples of skills, behaviors, and competencies that meet or exceed expectations for the orientee's current stage of development.</i> |
| <i>Examples: • Demonstrates accurate patient assessments • Communicates effectively with patients, families, and team members • Safely performs routine clinical skills with minimal prompting</i> |
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Developmental Priorities

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| <i>Identify the most important growth opportunities requiring continued support or intervention.</i> |
| <i>Examples: • Clinical prioritization • Time management • Recognition of patient deterioration • Delegation and communication</i> |
| Supporting Observations: |
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Orientee Self-Assessment

How does the orientee perceive their current progress, strengths, and challenges?

Action Plan Before Next Milestone

Specific actions that will occur before the next evaluation period.

Orientee Action:

Preceptor Support:

Manager Support:

Expected Outcomes by Next Milestone

What observable behaviors or performance indicators will demonstrate successful progression?

Examples: • Independently prioritizes care for a full patient assignment • Escalates clinical concerns without prompting • Demonstrates improved organization and workflow management • Meets unit-specific competency expectations

Goal(s) for Next Milestone:

Summary

The manager, preceptor, and orientee reviewed current performance, identified developmental priorities, established a collaborative action plan, and agreed upon measurable goals to be evaluated at the next milestone meeting.

Manager Signature and Date:

Preceptor Signature and Date:

Orientee Signature and Date: