

TEXAS SOUTHERN UNIVERSITY
COLLEGE OF PHARMACY AND HEALTH SCIENCES
OFFICE OF EXPERIENTIAL TRAINING

Evaluation Packet for Academic Year 2008-2009



Student Name:

Rotation Type and Rotation Block (i.e. General Medicine/Fall #2):

Portfolio Management

Interns are now required to maintain portfolios in order to monitor their professional development and provide documentation of their progress while on rotations. Interns should provide the portfolio to the preceptor on the 1st day of rotation in order for them to review and plan learning experiences that would best facilitate the student's professional development. The portfolio should be returned to the intern to be maintained during the rotations. Contents of the portfolio are listed below:

Required Contents: Please note sections marked with an X are required for that rotation	Community	Institutional	Ambulatory Care	Medicine	Elective
Formal Case Presentation or Journal Club			X	X	
Special Project or Topic for Presentation	X	X			X
Clinical Interventions		X (10)	X(10)	X(10)	X(10) – Ten interventions are required if the elective is a clinical rotation
Patient Counseling	X(10)		X(5)		
Patient Medication History			X(5)		

The number in parentheses is the minimum requirements for these rotations; the preceptor may require more activities depending on the type of rotation. **Please note all patient information must have removal of any identifiable information.**

Texas Southern University
 College of Pharmacy and Health Sciences
 Texas State Board of Pharmacy (TSBP) Intern Evaluation Form

Rotation Dates: Start Date _____ End Date: _____

Name of Intern _____		T# _____	
Course Number _____	Rotation Title _____		
Name of Preceptor _____			
	First	MI	Last
Name of Site _____			
Site Address _____		Permit # _____	
Phone _____	Fax _____	E-mail _____	

Performance Criteria:

In order to receive a passing grade from the preceptor for the rotation, the intern:

1. must NOT receive four or more “2” ratings on the end of rotation evaluation in the first eighteen competencies.
2. must NOT receive a “1” on the end of rotation evaluation in competencies 1-22.

1 DOES NOT KNOW	2 KNOWS	3 KNOWS HOW	4 SHOWS HOW	5 DOES	N/A NOT APPLICABLE
F	D	C	B	A	
Student does not have knowledge of how to perform task.	Student has knowledge/skills of how to perform task. Needs extensive intervention; sometimes instructor must complete task.	Student can apply knowledge/skill to perform task. Needs some intervention; instructor must provide directed questioning in a problem-solving manner	Student can perform task in a supervised situation. Requires no intervention; performs within expectations.	Student can perform task in an independent situation. Requires no intervention; performs within expectations.	Task does not apply to this particular rotation.

Please see the attached TSU evaluation guide that provides additional information for grading assistance (pages 11-14).

Assigned Score	COMPETENCIES	Comments
Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A	1. MANAGES PHARMACY OPERATIONS <ul style="list-style-type: none"> • Controls drug inventory • Provides drug security, storage and control procedures • Maintains facilities and equipment • Participates in basic fiscal procedures • Participates in personnel management (pharmacists and technicians) • Evaluates pharmaceutical care systems to continually improve patient care • Utilizes computer skills to provide patient care and facilitate the management of pharmaceutical care systems 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A	2. MANAGES MEDICATION USE SYSTEMS <ul style="list-style-type: none"> • Attends meetings involving pharmacy representation • Participates in formulary review • Maintains quality assurance • Participates in prospective, concurrent, or retrospective DUE process. • Participates in managed care issues (e.g. reimbursement) 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A	3. PROVIDES DRUG PRODUCTS/ DEMONSTRATES ABILITY TO UTILIZE THE DRUG DISTRIBUTION SYSTEM <ul style="list-style-type: none"> • Determines appropriateness of order • Evaluates and selects product • Assures product/prescription accuracy • Assures product/prescription reaches the patient in a timely manner 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A	4. COMPOUNDS <ul style="list-style-type: none"> • Utilizes acceptable professional procedures • Selects appropriate equipment and containers • Prepares special dosage forms • Documents calculations and procedures 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A	5. RETRIEVES AND EVALUATES DRUG INFORMATION <ul style="list-style-type: none"> • Selects best available resource for answering a drug related request in a timely fashion. • Evaluates the quality of information obtained • Applies state of the art knowledge of disease states and drug therapy based on primary and secondary literature • Prepares written reports on general pharmacotherapy issues, drug therapy controversies and patient specific topics • Retrieves, evaluates and manages drug literature searches to support pharmaceutical care provisions 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

<p>Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p> <p>Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p>	<p>6. COMMUNICATES WITH PATIENTS/CAREGIVERS ABOUT PRESCRIPTIONS DRUGS</p> <ul style="list-style-type: none"> • Interviews and counsels patients on drug usage, dosage, packaging and storage • Discusses drug cautions, side effects and patient conditions • Explains policies on fees and services. • Relates to patients in a professional manner • Interacts to confirm patient understanding 	<hr/> <hr/> <hr/> <hr/> <hr/>
<p>Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p> <p>Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p>	<p>7. COMMUNICATES WITH PATIENTS/CAREGIVERS ABOUT NONPRESCRIPTION PRODUCTS, DEVICES AND DIAGNOSTICS.</p> <ul style="list-style-type: none"> • Questions patients on conditions and intended drug use • Communicates OTC drug dosage, usage, storage, side effects, and packaging • Refers patients to other health professionals • Provides information on medical/surgical and home health care devices, and home diagnostic products 	<hr/> <hr/> <hr/> <hr/> <hr/>
<p>Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p> <p>Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p>	<p>8. COMMUNICATES WITH HEALTH PROFESSIONALS</p> <ul style="list-style-type: none"> • Obtains and provides accurate and concise information in a professional manner • Uses appropriate oral, written, and nonverbal language • Provides inservice/continuing education programs to health professionals 	<hr/> <hr/> <hr/> <hr/>
<p>Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p> <p>Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p>	<p>9. MONITORS AND EVALUATES DRUG THERAPY: INITIAL AND ONGOING</p> <ul style="list-style-type: none"> • Establishes and interprets data bases • Includes active problems, PMH, pertinent PE, lab data and hospital course in data base • Performs and completes patient medication history • Completes and updates medication profiles • Determines pharmacokinetic parameters 	<hr/> <hr/> <hr/> <hr/>
<p>Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p> <p>Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p>	<p>10. IDENTIFIES DRUG RELATED PROBLEM(S)</p> <ul style="list-style-type: none"> • Determines if any drug related problems exist • Supports through documentation the drug-related problems • Assesses severity and recommends an appropriate course of action 	<hr/> <hr/> <hr/> <hr/>

<p>Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p> <p>Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p>	<p>11. DEVELOPS AND IMPLEMENTS PHARMACEUTICAL CARE PLAN(S)</p> <ul style="list-style-type: none"> • Performs patient triage to determine appropriate medical or pharmaceutical care • Demonstrates the ability to develop and implement a pharmaceutical care plan including: <ul style="list-style-type: none"> a) therapeutic endpoints b) appropriate drug therapy (dose, duration, route, etc.) c) parameters to monitor efficacy and toxicity d) SOAP or soap-like note for each drug therapy decision • Is able to apply quality of life concepts and Total Quality Improvement in patient care 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p>Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p> <p>Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p>	<p>12. DEVICES FOLLOW-UP PLAN(S)</p> <ul style="list-style-type: none"> • Determines appropriate time(s) to re-evaluate patient and assess efficacy and toxicity • Conducts the follow-up in a timely manner 	<hr/> <hr/> <hr/> <hr/>
<p>Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p> <p>Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p>	<p>13. MAINTAINS PROFESSIONAL-ETHICAL STANDARDS</p> <ul style="list-style-type: none"> • Complies with laws and regulations • Applies good professional judgement in legal interpretations • Exhibits reliability and credibility in dealing with others • Deals professionally and ethically with colleagues and patients • Maintains confidentiality 	<hr/> <hr/> <hr/> <hr/> <hr/>
<p>Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p> <p>Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p>	<p>14. DEMONSTRATES HUMAN RELATIONS SKILLS</p> <ul style="list-style-type: none"> • Displays an interest in others • Is sensitive to the needs, feelings, and concerns of others • Show empathy • Listens, is nonjudgmental and responds appropriately to the problems of others • Acts in the best interest of others • Respects the patient’s need for information 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

<p>Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p> <p>Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p>	<p>15. DISPLAYS CONSCIENTIOUSNESS AND FOLLOWS THROUGH/HANDLES DETAIL</p> <ul style="list-style-type: none"> • Is conscientious in following appropriate work procedures • Is attentive to details and technical interrelationships in carrying out duties • Notices discrepancies and irregularities • Keeps accurate records and documents actions • Takes steps to ensure accuracy of work • Provides an appropriate amount of detail • Keeps people informed • Follows up on actions 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p>Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p> <p>Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p>	<p>16. DEMONSTRATES PROFESSIONAL JUDGEMENT</p> <ul style="list-style-type: none"> • Uses good judgment in coming up with sensible, practical solutions to problems • Seeks out and utilizes important facts and information in decision making • Recognizes and evaluates available alternatives • Considers possible consequences of decision • Weighs costs, risks 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p>Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p> <p>Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p>	<p>17. ORGANIZES/PLANS</p> <ul style="list-style-type: none"> • Uses own and others' time effectively and efficiently • Is systematic and methodical in approaching activities • Sets meaningful goals • Plans activities to meet objectives • Is well prepared • Is able to anticipate future needs 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p>Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p> <p>Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p>	<p>18. PROMOTES PUBLIC HEALTH</p> <ul style="list-style-type: none"> • Provides emergency first aid treatment and cardiopulmonary resuscitation when necessary • Provides disease prevention/detection program to public • Provides poison control treatment and information • Demonstrates ability to apply principles of PC to patient populations 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

<p>Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p> <p>Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p>	<p>19. DISPLAYS INDEPENDENCE/ASSERTIVENESS</p> <ul style="list-style-type: none"> • Is self-directed in undertaking responsibilities • Articulates own viewpoint when dealing with others and in addressing controversial issues • Speaks out against questionable tactics and practices 	<hr/> <hr/> <hr/> <hr/> <hr/>
<p>Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p> <p>Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p>	<p>20. DEMONSTRATES PERSONAL AND PROFESSIONAL GROWTH</p> <ul style="list-style-type: none"> • Conducts self-assessment • Identifies strengths and weaknesses • Acting on identified strengths and weaknesses, develops a learning plan • Pursues further knowledge independently • Utilizes study design principles to gain experience in the conduct of pharmacy practice research • Participates in professional organizations 	<hr/> <hr/> <hr/> <hr/> <hr/>
<p>Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p> <p>Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p>	<p>21. PROMOTES TEAM BUILDING</p> <ul style="list-style-type: none"> • Participates in social and professional interaction and teamwork: <ul style="list-style-type: none"> - Inception(forming) - Conflict resolution (storming) - Problem Solving (norming) - Execution (performing) • Promotes a team approach to healthcare • Demonstrates trust, leadership, delegation, and interdependence 	<hr/> <hr/> <hr/> <hr/> <hr/>
<p>Intern Start of rotation 1 2 3 4 5 N/A Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p> <p>Preceptor Mid-rotation 1 2 3 4 5 N/A End of rotation 1 2 3 4 5 N/A</p>	<p>22. DEMONSTRATES SCIENTIFIC INQUIRY/EXPLANATION IN PRACTICE.</p> <ul style="list-style-type: none"> • Defines and states problems • Identifies assumptions – develops hypothesis • Organizes information • Identifies potential problems • Commits to solutions • Implements solutions (plans) • Assesses solution or outcome • Monitors for new information • Adjusts plan 	<hr/> <hr/> <hr/> <hr/> <hr/>
<p>Preceptor Only Formal Case Presentation 1 2 3 4 5 N/A</p>	<p>23. Formal Case Presentation - Please indicate the average score of the formal case presentation here.</p>	

Preceptor Only Special Project Or Topic for Presentation 1 2 3 4 5 N/A	24. Special Project or Topic for Presentation - Please indicate the average score of the special project or topic for presentation here.	
Preceptor Only Patient Counseling Sessions 1 2 3 4 5 N/A	25. Patient Counseling Sessions – Please indicate the average score of the patient counseling sessions here.	
Preceptor Only Patient Medication History 1 2 3 4 5 N/A	26. Patient Medication Histories – Please indicate the average score of the patient medication histories here.	
Preceptor Only Clinical Interventions 1 2 3 4 5 N/A	27. Clinical Interventions - Please indicate the average score of the clinical interventions here.	
Preceptor Only Attendance 1 2 3 4 5 N/A	28. Attendance 1- Misses numerous days without notification to supervisor 2. Is often late and/or occasionally misses a day without excuse 3. Attends all days and is infrequently late 4. Is punctual and shows responsibility in dealing exceptional unforeseen circumstances 5. Is punctual and willing to provide extra time as needed for proper patient care	

MID EVALUATION

Intern's Comments

Preceptor's Comments

Preceptor's Signature

Date

Intern's Signature

Date

FINAL EVALUATION

Intern's Comments

Preceptor's Comments

Preceptor's Signature

Date

Intern's Signature

Date

Final Grade: _____ **please average the scores from the Preceptor End of Rotation and use the grading scale below to determine the final grade.**

Grading Scale				
4.7 – 5.0 = A+	3.7 – 3.9 = B+	2.7 – 2.9 = C+	1.7 – 1.9 = D+	<1 = F
4.3 – 4.6 = A	3.3 – 3.6 = B	2.3 – 2.6 = C	1.3 – 1.6 = D	
4.2 – 4.0 = A-	3.0 – 3.2 = B-	2.0 – 2.2 = C-	1.0 – 1.2 = D-	

Please see the attached TSU evaluation guide that provides additional information for grading assistance (pages 11-14).

TSU College of Pharmacy Evaluation Guide

Competency	1 (DOES NOT KNOW)	2 (KNOWS)	3 (KNOWS HOW)	4 (SHOWS HOW)	5 (DOES)
Manages Pharmacy Operations	Unable to satisfactorily complete basic routine tasks despite directed with questioning.	Requires guidance and directed questioning to complete basic tasks.	Meets the minimal expectations. Requires guidance and directed questioning to complete complex tasks. Independently completes basic tasks.	Occasionally exceeds expectations. Requires limited prompting to complete complex tasks. Independently completes basic routine tasks	Consistently exceeds expectations. Independently completes most complex tasks and all basic routine tasks.
Manages Medication Use System	Does not attend pharmacy meetings. Does not participate in the formulary review, quality assurance projects, or projects.	Participates in pharmacy meetings, formulary review, and other projects only when required.	Minimally participates in pharmacy meetings, formulary review, quality assurance, and managed care projects	Participates in pharmacy meetings, formulary review, quality assurance, and managed care projects	Actively participates in pharmacy meetings, formulary review, quality assurance, and other managed care projects
Provides Drug Products/ Demonstrates Ability to Utilize the Drug Distribution System	Does not evaluate medication orders for appropriateness and accuracy	Usually able to evaluate medication orders for appropriateness and accuracy. Usually verifies medication has reached patient.	Able to evaluate medication orders for appropriateness and accuracy. Has to be reminded of policies and procedures	Correctly evaluates medication orders for appropriateness and accuracy. Follows policies and procedures.	Always correctly medication orders for appropriateness and accuracy. Consistently follows policies and procedures. Always verifies medication has reached patient
Compounds	Does not utilize appropriate professional procedures. Selects inappropriate equipment and containers. Unable to perform necessary calculations	Usually does not utilize appropriate professional procedures. Selects inappropriate equipment and containers. Often forgets to document calculations.	Assistance is required in selection of appropriate equipment, containers, and preparation of dosage forms. Needs to be reminded to document calculations	Utilizes acceptable procedures; selects appropriate equipment; prepares special dosage forms with minimal error	Accurately selects appropriate equipment and procedures and prepares special dosage forms. Consistently performs calculations and documents
Retrieves and Evaluates Drug Information	Consistently fails to obtain proper information from proper sources	Collects some data, but omits several basic details	Collects obvious data, but usually does not collect proper details	Usually collects obvious and detailed data from proper details	Effectively obtains data for each problem using a variety sources
Communicates with Patients/Caregivers about Prescription and Non Prescription Drugs	Use of Unclear language, incorrect terminology, or offensive tone	Impersonal and abrupt manner, but generally provides correct information	Maintains a good dialogue; occasional use of unclear or inappropriate terminology	Directs conversation; allows patients or caregiver to easily provide and receive information	Use of clear and correct language; effective communication with each patient or caregiver

Communicates with Health Professionals	Is unable to initiate communication	Initiates communication but frequently uses incorrect grammar, jargon, etc., which interferes with message	Initiates communication and occasionally speaks unclearly or misuses terminology which interferes with message	Initiates communication and occasionally speaks unclearly or misuses terminology which does not affect the message	Initiates and maintains effective communication
Monitors and Evaluates Drug Therapy: Initial and ongoing	Unable to state desired endpoints of therapy and monitoring parameters	States desired endpoints of therapy. Monitors with both appropriate and inappropriate parameters	States desired endpoints of therapy. Monitors therapy with appropriate parameters. Inconsistently states limitations and other influences on parameters	States desired endpoints of therapy. Monitors therapy with appropriate parameters. Consistently states limitations and other influences on these parameters	Monitors patients with appropriate parameters and endpoints considered. Consistently makes rational therapeutic decisions based upon these parameters
Identifies Drug Related Problems	Does not recognize problems after coaching	Detects problem if coached	Detects problems. Draws inappropriate conclusions	Detects problems accurately. Draws appropriate conclusions.	Detects drug related problems accurately. Displays knowledge of incidence, significance and mechanism of action. Draws appropriate conclusions.
Develops and Implements Pharmaceutical Care Plans; Develops follow-up plans	Plans do not reflect appropriate outcomes, proper interventions, or drug doses	Selects proper interventions, but unable to explain rationale	Usually selects proper intervention ;plans are not problem or patient specific	Develops correct problem specific plans; has difficulty providing alternative plans for changes	Develops correct specific plans and alternatives plans with documentation from literature
Maintains Professional and Ethical Standards	Unable to: identify basic issues with legality; apply state and federal regulations properly; exhibit reliability/credibility; maintain confidentiality	Usually able: to identify basic issues with legality; apply state and federal regulations properly; exhibit reliability/credibility; maintain confidentiality	May need occasional assistance from the preceptor to identify basic issues with legality; able apply state and federal regulations properly; deals professionally and ethically with others	Usually does not need assistance from the preceptor to identify basic issues with legality; applies state and federal regulations properly; maintains confidentiality; deals professionally and ethically with others	Consistently complies with laws and regulations; applies good professional judgment in legal interpretations; exhibits reliability in dealing with others; maintains confidentiality; deals professionally and ethically with others at all times

Demonstrates Human Relations Skills	Is insensitive to others and un-empathetic; responds inappropriately, does not respect the patient's needs	Needs to be consistently reminded to be sensitive to others needs; needs to be respectful and empathetic to patients	Displays an interest in others; sensitive to the concerns of others; requires some preceptor intervention	Displays an interest in others; sensitive to the concerns of others; requires little preceptor intervention	Consistently displays an interest in others; sensitive to others; shows empathy and is respectful
Displays Conscientiousness and Follows Through. Handles Details	Not conscientious of work procedures; inattentive details; Misses discrepancies and irregularities; Does not provide accurate documentation of actions; Does not follow-up	Often un-conscientious of work procedures; inattentive to details; Misses discrepancies and irregularities; Does not provide accurate documentation of actions; Does not follow-up	Needs preceptor reminder of work procedures; discrepancies and irregularities sometimes need to be pointed out; needs to be prompted to maintain accurate records and document actions	Conscientious in following procedures; attentive to details; Needs few reminders to maintain accurate records; Follows up on actions	Is always conscientious of procedures, details, discrepancies, and follow-up. Consistently exceeds expectations
Demonstrates Professional Judgment	Does not use good judgment; does not seek out or utilize important facts for decision making; does not recognize or evaluate alternatives or possible consequences of decision making	Needs assistance frequently in order to provide practical solutions to problems; needs guidance on seeking out information in order to make a decision; does not recognize or evaluate possible alternatives	Occasionally needs assistance in solving problems. Seeks out information in order to make decision but does not consider alternatives	Usually does not need assistance in solving problems. Seeks out information in order to make decision and considers alternatives; weighs costs vs. risks	Consistently uses good judgment in providing solutions to problems. Seeks out information in order to make decisions and considers alternatives; weighs costs vs. risks
Organizes and Plans	Disorganized work habits, necessary information often missing	Occasionally unorganized and unprepared	Usually well organized; occasionally unable to retrieve information	Well-organized; information readily retrievable	Completely organized, information readily retrievable
Promotes Public Health	Does not know appropriate first aid treatment and cardiopulmonary resuscitation (CPR); unable to provide disease prevention/detection programs; unable to provide poison control treatment and information	Requires guidance on providing appropriate first aid and CPR; performs below expectations when providing disease prevention/detection program; unable to provide poison control treatment and information without preceptor intervention	Meets minimal standards when providing first aid and CPR; meets expectations when providing disease prevention/detection programs; independently provides poison control treatment information	Occasionally exceeds expectations when providing first aid and CPR; meets expectations when providing disease prevention/detection programs; independently provides poison control treatment information; populations	Consistently exceeds minimal standards when providing first aid and CPR; exceeds expectations when providing disease prevention/detection programs; independently provides poison control treatment information; Demonstrates ability to apply principles of PC to patient populations

Displays Independence and Assertiveness	Speaks and acts only upon request; Often refuses to participate in directed activities	Will not initiate activity on his/her own but will perform as directed by preceptor	Will sometimes initiate activity on his/her own	Usually initiates patient care activities and interactions with other health care professionals; utilizes time to solicit questions, research, etc.	Consistently initiates patient care activities and interactions with other health professionals; consistently utilizes time to solicit questions, research, etc.
Demonstrates Professional and Personal Growth	Unable to self-assess. May argue or ignore constructive criticism. Does not participate in professional organizations	May respond to critique after several discussions. Will only participate in professional organizations if prompted	Listens to critique and responds in a positive manner to improve one's performance. Will participate in professional organizations if prompted	Able to self assess. Frequently seeks out feedback to improve one's performance. Participates in professional organizations	Able to self assess and apply continuous professional development techniques. Pursues further knowledge independently. Participates in professional organizations
Promotes Team Building	Does not participate in social and professional interactions. Speaks and acts only upon request.	Participates in social and professional interactions with the team only if directed by preceptor	Will sometimes initiate social and professional interaction on his/her own in an effort to promote team building	Usually will initiate professional interactions within the team; utilizes appropriate measures to problem solving	Consistently demonstrates a team approach to health care. Demonstrates trust, leadership, delegation and interdependence
Demonstrates Scientific Inquiry/Explanation in Practice	Does not know how to develop hypothesis or organize information; unable to identify, commit, and implement solutions	Needs frequent assistance to develop a hypothesis; needs instruction from the preceptor on identifying, committing to and implementing solutions	Able to develop a hypothesis; Able to identify, comment, and implement solutions; Occasionally needs assistance when monitoring for new information and adjusting the plan	Able to develop a hypothesis; Able to identify, comment, and implement solutions; Rarely needs assistance in monitoring for new information and adjusting the plan	Able to develop a hypothesis; Able to identify, comment, and implement solutions; Able to monitor for new information and adjust the plan