

1. Patient Care	1	2	3	4	5
<b>1.1 Develops Patient Relationships</b>	<b>Unable</b> to form a professional relationship with patients; OR Adopts <b>paternalistic</b> or <b>uncaring</b> roles with patients; OR Places <b>personal</b> values over <b>patient's</b> values.	With <b>significant</b> guidance, able to develop <b>superficial</b> professional, patient-centred relationships with patients.	With <b>some</b> guidance, <b>effectively</b> develops and <b>maintains</b> professional, patient-centred relationships with patients.	With <b>minimal</b> guidance, <b>consistently</b> and effectively develops and maintains professional, patient-centred relationships with patients.	Independently <b>determines</b> and develops the professional relationship <b>appropriate</b> for patients.
<b>1.2 Conducts Patient Assessments</b>	Conducts patient assessments in a <b>minimally flexible</b> or <b>unstructured</b> manner resulting in <b>ineffective</b> or <b>incomplete</b> assessments.	With <b>significant</b> guidance, conducts patient assessments <b>effectively</b> and in a <b>thorough</b> manner.	With <b>some</b> guidance, conducts patient assessments effectively and in a thorough manner.	With <b>minimal</b> guidance, <b>consistently</b> conducts patient assessments effectively in a thorough and <b>concise</b> manner.	Independently <b>adapts</b> patient assessment approaches according to patient needs.
<b>1.3 Identifies Drug Therapy Problems (DTPs)</b>	Demonstrates <b>critical gaps</b> in knowledge and skills required to identify DTPs.	With <b>significant</b> guidance, identifies <b>primary DTPs</b> .	With <b>some</b> guidance, identifies <b>most DTPs</b> . May <b>not always prioritize</b> DTPs appropriately.	With <b>minimal</b> guidance, effectively identifies <b>most DTPs</b> and <b>appropriately</b> prioritizes them.	Independently, effectively identifies and appropriately prioritizes <b>all DTPs</b> , even on matters of <b>complexity</b> .
<b>1.4 Makes Clinical Decisions</b>	Demonstrates <b>gaps</b> in knowledge and routinely relies on <b>inappropriate</b> literature resulting in an <b>inability</b> to make decisions; <b>OR</b> Regularly demonstrates <b>poor</b> judgment.	Assesses and reviews appropriate literature to solve drug therapy problems. With <b>significant</b> guidance demonstrates appropriate judgment in decision-making and provides recommendations that incorporate appropriate patient factors.	Assesses and reviews appropriate literature to solve drug therapy problems. With <b>some</b> guidance demonstrates appropriate judgment in decision-making and provides recommendations that incorporate appropriate patient factors.	Assesses and reviews appropriate literature to solve drug therapy problems. With <b>minimal</b> guidance demonstrates appropriate judgment in decision-making and provides recommendations that incorporate appropriate patient factors.	<b>Independently</b> demonstrates appropriate judgment in decision-making and provides recommendations that incorporate appropriate patient factors and <b>potential systems factors</b> .

<p><b>1.5 Implements Care Plans</b></p>	<p><b>Unable</b> to develop a care plan; <b>OR</b> Develops care plans that are incomplete, non-specific, unrealistic, or do not foster patient autonomy.</p>	<p>With <b>significant</b> guidance, develops care plans that are safe, effective, and respectful of patient autonomy. Care plans are <b>ineffectively</b> and / or <b>inconsistently</b> implemented.</p>	<p>With <b>some</b> guidance, develops care plans that are safe, effective, and respectful of patient autonomy. Care plans are implemented <b>effectively most of the time.</b></p>	<p>With <b>minimal</b> guidance, develops <b>comprehensive</b> care plans. Care plans are <b>effectively</b> and <b>consistently</b> implemented.</p>	<p><b>Independently</b> develops comprehensive and <b>concise</b> care plans. Care plans are <b>effectively</b> and <b>consistently</b> implemented.</p>
<p><b>1.6 Refers Patients</b></p>	<p>Provides care or services <b>beyond their scope of practice</b>; <b>OR</b> <b>Does not</b> recognize patients who require referral; <b>OR</b> Refers patients to an <b>inappropriate</b> care provider.</p>	<p>With <b>significant</b> guidance, identifies patients who require referral and makes referrals to the <b>appropriate</b> care provider.</p>	<p>With <b>some</b> guidance, identifies patients who require referral, makes referrals to the appropriate care providers, and provides <b>basic</b> rationale for the referral.</p>	<p>With <b>minimal</b> guidance, <b>consistently</b> identifies patients who require referral, makes referrals to the appropriate care providers, and provides <b>complete</b> rationale for the referral.</p>	<p>Demonstrates a <b>clear understanding</b> of the roles and responsibilities of a wide range of health care providers by making appropriate and justified referrals.</p>
<p><b>1.7 Provides Follow-up and Evaluates Care</b></p>	<p><b>Does not</b> provide follow-up care to patients.</p>	<p>With <b>significant</b> guidance, provides follow-up care to patients and <b>occasionally</b> evaluates the effectiveness and safety of the care provided.</p>	<p>With <b>some</b> guidance, provides <b>comprehensive</b> follow-up care to patients and evaluates the effectiveness and safety of the care provided <b>most of the time.</b></p>	<p>With <b>minimal</b> guidance, provides <b>comprehensive</b> follow-up care to patients and <b>consistently</b> evaluates the effectiveness and safety of the care provided.</p>	<p><b>Independently</b> provides comprehensive follow-up care to patients and evaluates the outcomes. Incorporates <b>systems</b> factors for improvement of patient follow-up <b>processes.</b></p>

Comments:

2. Communication & Education	1	2	3	4	5
<b>2.1 Demonstrates Communication Skills (Verbally and Non-verbally)</b>	Uses their communication skills in a formulaic or <b>unstructured</b> manner, resulting in potentially <b>ineffective</b> interventions.	With <b>significant</b> guidance, utilizes <b>appropriate</b> communication skills to fulfill their professional responsibilities.	With <b>some</b> guidance, utilizes appropriate communication skills to fulfill their professional responsibilities. <b>Unable to consistently adapt</b> their communications skills to address difficult communication situations.	With <b>minimal</b> guidance, utilizes appropriate communication skills to fulfill their professional responsibilities and <b>consistently</b> address difficult communication situations.	Demonstrates an <b>ease</b> of communication and <b>able to adapt</b> to situations presented by specific patients.
<b>2.2 Completes Documentation</b>	Completes written documentation that is incomplete, unclear or inaccurate.	With <b>significant</b> guidance, completes documentation clearly, accurately and in an audience-appropriate format.	With <b>some</b> guidance, completes documentation clearly, accurately and in an audience-appropriate format.	With <b>minimal</b> guidance, completes documentation clearly, accurately, <b>concisely</b> and in an audience-appropriate format.	<b>Independently</b> completes documentation clearly, accurately, concisely and in an audience-appropriate format.
<b>Comments:</b>					

3. Professionalism	1	2	3	4	5
<b>3.1 Applies Regulations &amp; Ethical Principles in Practice</b>	<b>Lacks understanding</b> of fundamental regulations and ethical principles.	Demonstrates understanding of regulations, standards of practice and ethical principles. With <b>significant</b> guidance, detects and resolves <b>actual</b> situations presenting <b>common</b> ethical issues AND <b>accepts</b> responsibility and accountability for own decisions and actions.	Demonstrates understanding of regulations, standards of practice and ethical principles. With <b>some</b> guidance effectively detects and resolves actual situations presenting common ethical issues AND accepts responsibility and accountability for own decisions and actions.	Demonstrates understanding of regulations, standards of practice, and ethical principles. With <b>minimal</b> guidance effectively detects and resolves actual situations presenting common <b>and difficult</b> ethical issues AND accepts responsibility and accountability for own decisions and actions.	<b>Independently</b> detects and resolves <b>all actual and potential</b> situations presenting ethical issues effectively AND accepts responsibility and accountability for own decisions and actions.
<b>3.2 Demonstrates an Awareness of One's Own Practice Limitations</b>	Is not conscious of <b>gaps</b> in own knowledge or skills, practice limitations or need to seek assistance.	<b>Occasionally</b> able to identify when own knowledge and experience is insufficient to manage own practice. With <b>significant</b> guidance, seeks and implements strategies to practice effectively.	<b>Consistently</b> able to identify when own knowledge and experience is insufficient to manage own practice. With <b>some</b> guidance, seeks and implements strategies to practice effectively.	Consistently able to identify when own knowledge and experience is insufficient to manage own practice. With <b>minimal</b> guidance, seeks and implements strategies to practice effectively.	<b>Routinely</b> incorporates self-reflection and <b>openly seeks</b> opportunities and resources to enhance own practice.
<b>Comments:</b>					

4. Professional Collaboration	1	2	3	4	5
<b>4.1 Develops &amp; Promotes Inter-/Intra-professional Relationships</b>	<b>Unable</b> to form inter-/intra-professional relationships OR demonstrates behaviors or attitudes that <b>negatively</b> impact these relationships.	With <b>significant</b> guidance, demonstrates interpersonal skills required for inter-/intra- professional relationships.	With <b>some</b> guidance, demonstrates interpersonal skills required for inter-/intra- professional relationships.	With <b>minimal</b> guidance, <b>consistently</b> demonstrates interpersonal skills required for inter-/intra- professional relationships.	<b>Independently</b> promotes inter-/intra-professional collaboration to <b>foster</b> a team relationship.
<b>4.2 Fulfills Professional Roles &amp; Responsibilities within Healthcare Team</b>	Is <b>unclear</b> of own professional roles and responsibilities or <b>unable</b> to perform them.	With <b>significant</b> guidance, accurately articulates and fulfills own professional roles and responsibilities.	With <b>some</b> guidance, accurately articulates and fulfills own professional roles and responsibilities.	With <b>minimal</b> guidance, accurately articulates and fulfills own professional roles and responsibilities.	<b>Independently</b> fulfills own professional roles and responsibilities and <b>advocates</b> for advancement of the profession through collaborative relationships.
<b>Comments:</b>					

5. Practice Management	1	2	3	4	5
<b>5.1 Prioritizes Patient Care Responsibilities to Manage Patient Workload</b>	<b>Unable</b> to prioritize patient care. Focuses on <b>technical</b> or <b>distributive functions</b> .	With <b>significant</b> guidance, prioritizes patient care and manages expected patient workload within reasonable time frames to ensure patients receive optimal care.	With <b>some</b> guidance, prioritizes patient care and manages expected patient workload within reasonable time frames to ensure patients receive optimal care.	With <b>minimal</b> guidance, prioritizes patient care and manages expected patient workload within reasonable time frames to ensure patients receive optimal care.	<b>Independently</b> prioritizes patient care and manages <b>higher-than-expected</b> patient workload within reasonable time frames to ensure patients receive optimal care.
<b>5.2 Manages Drug Dispensing</b>	Assumes roles that <b>disrupt</b> the effectiveness and safety of the drug dispensing system.	With <b>significant</b> guidance, takes responsibility to ensure that all medications are appropriate, accurate, effective, and safe and provided in a manner consistent with all legal requirements. <b>Practice is limited</b> to technical aspects of drug dispensing.	With <b>some</b> guidance, takes responsibility to ensure that all medications are appropriate, accurate, effective, and safe and provided in a manner consistent with all legal requirements.	With <b>minimal</b> guidance, takes responsibility to ensure that all medications are appropriate, accurate, effective, and safe and provided in a manner consistent with all legal requirements.	<b>Independently</b> takes responsibility for and incorporates <b>systems</b> factors to improve the safety and effectiveness of drug dispensing system.
<b>5.3 Demonstrates Patient and Medication Safety</b>	Engages in unsafe practices, which may result in near misses or medication incidents. Unable to recognize unsafe / sub-optimal practices or does not recognize own responsibility to manage unsafe practices.	<b>Inconsistently</b> recognizes unsafe practices. With <b>significant</b> guidance, accepts responsibility for addressing unsafe / sub-optimal practices and managing near misses or medication incidents.	<b>Consistently</b> evaluates own practice, recognizing unsafe or suboptimal practices. With <b>some</b> guidance, accepts responsibility for addressing unsafe / sub-optimal practices and managing near misses or medication incidents.	<b>Consistently</b> evaluates own practice, recognizing unsafe or suboptimal practices. With <b>minimal</b> guidance, accepts responsibility for addressing unsafe / suboptimal practices and effectively manages near misses or medication incidents.	<b>Seeks out</b> and <b>leads</b> formal practice <b>analyses</b> for the purposes of patient safety, continuous quality assurance, and practice improvement to prevent similar situations in the future.

Comments:

Assessor Name:

Date:

Assessor Practice Site: