

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.	<b>Effectively</b> assesses and reviews appropriate literature. <b>Inconsistently</b> or with <b>significant</b> guidance demonstrates judgment in decision-making and provides recommendations.	<b>Effectively</b> assesses and reviews appropriate literature. With <b>some</b> guidance demonstrates judgment in decision-making and provides recommendations.	<b>Effectively</b> assesses and reviews appropriate literature. <b>Consistently</b> and with <b>minimal</b> guidance demonstrates judgment in decision-making and provides recommendations.	<b>Independently</b> demonstrates judgment in decision-making and provides recommendations that incorporate <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>	Lacks understanding 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 ethical issues and accepts 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 <b>actual</b> situations presenting 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 <b>actual</b> situations presenting 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>3.3 Demonstrates Professional Behaviour</b>	Demonstrates unprofessional behaviour and attitude; OR Lacks self-management/discipline behaviours.	<b>Inconsistently</b> demonstrates professional behaviour and attitude; OR With <b>significant</b> guidance, demonstrates self-management/discipline behaviours.	<b>Consistently</b> demonstrates professional behaviour and attitude. With <b>some</b> guidance, demonstrates self-management/discipline behaviours.	<b>Consistently</b> demonstrates professional behaviour and attitude. With <b>minimal</b> guidance, demonstrates self-management/discipline behaviours.	<b>Consistently</b> demonstrates professional behaviour and attitude. <b>Independently</b> demonstrates self-management/discipline behaviours.

**Comments:**



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 or 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:**