

1. Patient Care [30%]	A	B	C	D	E
1.1 Develops Patient Relationships	Unable to form a professional relationship with patients; OR Adopts paternalistic or uncaring roles with patients; OR Places personal values over patient's values.	With significant guidance, able to develop superficial professional, patient-centred relationships with patients.	With some guidance, effectively develops and maintains professional, patient-centred relationships with patients.	With minimal guidance, consistently and effectively develops and maintains professional, patient-centred relationships with patients.	Independently determines and develops the professional relationship appropriate for patients.
1.2 Conducts Patient Assessments	Conducts patient assessments in a minimally flexible or unstructured manner resulting in ineffective or incomplete assessments.	With significant guidance, conducts patient assessments effectively and in a thorough manner.	With some guidance, conducts patient assessments effectively and in a thorough manner.	With minimal guidance, consistently conducts patient assessments effectively in a thorough and concise manner.	Independently adapts patient assessment approaches according to patient needs.
1.3 Identifies Drug Therapy Problems (DTPs)	Demonstrates critical gaps in knowledge and skills required to identify DTPs.	With significant guidance, identifies primary DTPs .	With some guidance, identifies most DTPs . May not always prioritize DTPs appropriately.	With minimal guidance, effectively identifies most DTPs and appropriately prioritizes them.	Independently, effectively identifies and appropriately prioritizes all DTPs , even on matters of complexity .
1.4 Makes Clinical Decisions	Demonstrates gaps in knowledge and routinely relies on inappropriate literature resulting in an inability to make decisions; OR Regularly demonstrates poor judgment.	Effectively assesses and reviews appropriate literature. Inconsistently or with significant guidance demonstrates judgment in decision-making and provides recommendations.	Effectively assesses and reviews appropriate literature. With some guidance demonstrates judgment in decision-making and provides recommendations.	Effectively assesses and reviews appropriate literature. Consistently and with minimal guidance demonstrates judgment in decision-making and provides recommendations.	Independently demonstrates judgment in decision-making and provides recommendations that incorporate potential systems factors .
1.5 Implements Care Plans	Unable to develop a care plan; OR Develops care plans that are incomplete, non-specific, unrealistic, or do not foster patient autonomy.	With significant guidance, develops care plans that are safe, effective, and respectful of patient autonomy. Care plans are ineffectively and / or inconsistently implemented.	With some guidance, develops care plans that are safe, effective, and respectful of patient autonomy. Care plans are implemented effectively most of the time .	With minimal guidance, develops comprehensive care plans. Care plans are effectively and consistently implemented.	Independently develops comprehensive and concise care plans. Care plans are effectively and consistently implemented.

	A	B	C	D	E
1.6 Refers Patients	Provides care or services beyond their scope of practice ; OR Does not recognize patients who require referral; OR Refers patients to an inappropriate care provider.	With significant guidance, identifies patients who require referral and makes referrals to the appropriate care provider.	With some guidance, identifies patients who require referral, makes referrals to the appropriate care providers, and provides basic rationale for the referral.	With minimal guidance, consistently identifies patients who require referral, makes referrals to the appropriate care providers, and provides complete rationale for the referral.	Demonstrates a clear understanding of the roles and responsibilities of a wide range of health care providers by making appropriate and justified referrals.
1.7 Provides Follow-up and Evaluates Care	Does not provide follow-up care to patients.	With significant guidance, provides follow-up care to patients and occasionally evaluates the effectiveness and safety of the care provided.	With some guidance, provides comprehensive follow-up care to patients and evaluates the effectiveness and safety of the care provided most of the time .	With minimal guidance, provides comprehensive follow-up care to patients and consistently evaluates the effectiveness and safety of the care provided.	Independently provides comprehensive follow-up care to patients and evaluates the outcomes. Incorporates systems factors for improvement of patient follow-up processes .
1.8 Promotes / Advocates for Patient Health & Wellness	Demonstrates a lack of awareness of or minimizes their responsibility for, promoting patient health and wellness.	Demonstrates an awareness of their responsibility for promoting patient health and wellness. With significant guidance, effectively engages in the provision of professional services that aim to promote patient health and wellness.	Demonstrates an awareness of their responsibility for promoting patient health and wellness. With some guidance, effectively engages in the provision of professional services that aim to promote patient health and wellness.	Demonstrates an awareness of their responsibility for promoting patient health and wellness. With minimal guidance, consistently and effectively engages in the provision of professional services that aim to promote patient health and wellness.	Independently seeks out current information on health and wellness promotion and actively incorporates activities related to these goals in their daily practice.
Comments:					

2. Communication & Education [20%]	A	B	C	D	E
2.1 Demonstrates Communication Skills (Verbally and Non-verbally)	Uses their communication skills in a formulaic or unstructured manner, resulting in potentially ineffective interventions.	With significant guidance, utilizes appropriate communication skills to fulfill their professional responsibilities.	With some guidance, utilizes appropriate communication skills to fulfill their professional responsibilities. Unable to consistently adapt their communications skills to address difficult communication situations.	With minimal guidance, utilizes appropriate communication skills to fulfill their professional responsibilities and consistently address difficult communication situations.	Demonstrates an ease of communication and able to adapt to situations presented by specific patients.
2.2 Completes Documentation	Completes written documentation that is incomplete, unclear or inaccurate.	With significant guidance, completes documentation clearly, accurately and in an audience-appropriate format.	With some guidance, completes documentation clearly, accurately and in an audience-appropriate format.	With minimal guidance, completes documentation clearly, accurately, concisely and in an audience-appropriate format.	Independently completes documentation clearly, accurately, concisely and in an audience-appropriate format.
Comments:					

3. Professionalism [20%]	A	B	C	D	E
3.1 Applies Regulations & Ethical Principles in Practice	Lacks understanding of fundamental regulations and ethical principles.	Demonstrates understanding of regulations, standards of practice and ethical principles. With significant guidance, detects and resolves actual 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 some guidance effectively detects and resolves actual 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 minimal guidance effectively detects and resolves actual situations presenting ethical issues and accepts responsibility and accountability for own decisions and actions.	Independently detects and resolves all actual and potential situations presenting ethical issues effectively and accepts responsibility and accountability for own decisions and actions.
3.2 Demonstrates an Awareness of One's Own Practice Limitations	Is not conscious of gaps in own knowledge or skills, practice limitations or need to seek assistance.	Occasionally able to identify when own knowledge and experience is insufficient to manage own practice. With significant guidance, seeks and implements strategies to practice effectively.	Consistently able to identify when own knowledge and experience is insufficient to manage own practice. With some guidance, seeks and implements strategies to practice effectively.	Consistently able to identify when own knowledge and experience is insufficient to manage own practice. With minimal guidance, seeks and implements strategies to practice effectively.	Routinely incorporates self-reflection and openly seeks opportunities and resources to enhance own practice.
3.3 Demonstrates Professional Behaviour and Self-Management	Demonstrates unprofessional behaviour and attitude; OR Lacks self-management behaviours.	Inconsistently demonstrates professional behaviour and attitude; OR With significant guidance, demonstrates self-management behaviours.	Consistently demonstrates professional behaviour and attitude. With some guidance, demonstrates self-management behaviours.	Consistently demonstrates professional behaviour and attitude. With minimal guidance, demonstrates self-management behaviours.	Consistently demonstrates professional behaviour and attitude. Independently demonstrates self-management behaviours.

Comments:

4. Professional Collaboration [10%]	A	B	C	D	E
4.1 Develops & Promotes Inter-/Intra-professional Relationships	Unable to form inter-/intra-professional relationships OR demonstrates behaviors or attitudes that negatively impact these relationships.	With significant guidance, demonstrates interpersonal skills required for inter-/intra- professional relationships.	With some guidance, demonstrates interpersonal skills required for inter-/intra- professional relationships.	With minimal guidance, consistently demonstrates interpersonal skills required for inter-/intra- professional relationships.	Independently promotes inter-/intra-professional collaboration to foster a team relationship.
4.2 Fulfills Professional Roles & Responsibilities within Healthcare Team	Is unclear of own professional roles and responsibilities or unable to perform them.	With significant guidance, accurately articulates and fulfills own professional roles and responsibilities.	With some guidance, accurately articulates and fulfills own professional roles and responsibilities.	With minimal guidance, accurately articulates and fulfills own professional roles and responsibilities.	Independently fulfills own professional roles and responsibilities and advocates for advancement of the profession through collaborative relationships.
4.3 Demonstrates Leadership	Does not demonstrate leadership abilities when appropriate or required.	With significant guidance, contributes to the overall team and systems management of patients. Demonstrates initiative in managing assigned patients within the healthcare team consistent with the pharmacist's role and the team's objectives.	With some guidance, contributes to the overall team and systems management of patients. Demonstrates initiative in managing assigned patients within the healthcare team consistent with the pharmacist's role and team's objectives.	With minimal guidance, contributes to the overall team and systems management of patients. Demonstrates initiative in managing assigned patients within the healthcare team consistent with the pharmacist's role and team's objective.	Independently shows initiative in creating and leading inter-professional teams.
Comments:					

5. Practice Management [20%]	A	B	C	D	E
5.1 Prioritizes Patient Care Responsibilities to Manage Patient Workload	Unable to prioritize patient care. Focuses on technical or distributive functions .	With significant guidance, prioritizes patient care and manages expected patient workload within reasonable time frames to ensure patients receive optimal care.	With some guidance, prioritizes patient care and manages expected patient workload within reasonable time frames to ensure patients receive optimal care.	With minimal guidance, prioritizes patient care and manages expected patient workload within reasonable time frames to ensure patients receive optimal care.	Independently prioritizes patient care and manages higher-than-expected patient workload within reasonable time frames to ensure patients receive optimal care.
5.2 Manages Drug Dispensing	Assumes roles that disrupt the effectiveness and safety of the drug dispensing system.	With significant guidance, takes responsibility to ensure that all medications are appropriate, accurate, effective, and safe and provided in a manner consistent with all legal requirements. Practice is limited to technical aspects of drug dispensing.	With some 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 minimal guidance, takes responsibility to ensure that all medications are appropriate, accurate, effective, and safe and provided in a manner consistent with all legal requirements.	Independently takes responsibility for and incorporates systems factors to improve the safety and effectiveness of drug dispensing system.
5.3 Demonstrates Patient and Medication Safety	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.	Inconsistently recognizes unsafe practices. With significant guidance, accepts responsibility for addressing unsafe / sub-optimal practices and managing near misses or medication incidents.	Consistently evaluates own practice, recognizing unsafe or suboptimal practices. With some guidance, accepts responsibility for addressing unsafe / sub-optimal practices and managing near misses or medication incidents.	Consistently evaluates own practice, recognizing unsafe or suboptimal practices. With minimal guidance, accepts responsibility for addressing unsafe / suboptimal practices and effectively manages near misses or medication incidents.	Seeks out and leads formal practice analyses for the purposes of patient safety, continuous quality assurance, and practice improvement to prevent similar situations in the future.
Comment:					

Professionalism	Meets expectations	Does not meet expectation
Accepts responsibility and accountability for own actions and decisions		
Is respectful and cooperative with colleagues and others		
Acknowledges, accepts and applies constructive feedback		
Follows practice site policies and procedures (e.g., dresses in appropriate attire)		
Is punctual and respectful of others' time		
Comment:		