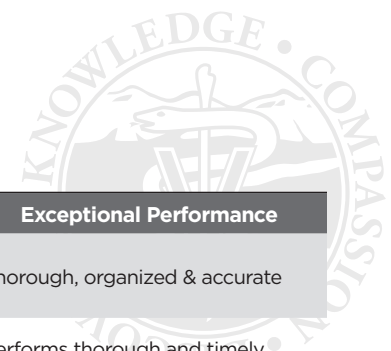


UTCVM ASSESSMENT RUBRIC

CLINICAL COMPETENCY GRADING FORM



		Unacceptable Performance	Satisfactory Performance	Good Performance	Exceptional Performance
1. History taking skills	No basis to assess OR not applicable	Frequently incomplete, inaccurate, or disorganized	Identifies most primary information, but may lack completeness or organization	Usually complete, organized & accurate with minor omissions or lapses in organization	Thorough, organized & accurate
2. Physical examination skills	No basis to assess OR not applicable	Examinations are typically careless or incomplete; recordings of findings are incomplete or inaccurate	Performs basic physical examinations, but sometimes misses abnormalities or fails to complete thorough examination	Performs complete physical examination with occasional minor omissions	Performs thorough and timely physical examination & prepares detailed records
3. Diagnostic planning skills	No basis to assess OR not applicable	Typically unable to identify major problems, differential diagnosis or initial diagnostic steps	Creates initial problem list & plan, but sometimes has difficulty identifying problems or differentials	Identifies major problems, appropriate differential diagnoses and initial plans	Consistently identifies all problems, most likely differential diagnoses & appropriate initial diagnostic steps
4. Use of laboratory/ diagnostic tests & interpretation	No basis to assess OR not applicable	Has difficulty selecting appropriate diagnostic tests, or fails to provide accurate interpretation	With additional preparation, provides basic interpretation of common diagnostic tests	Usually identifies key diagnostic tests and provides accurate interpretation of results	Consistently identifies key diagnostic tests and provides accurate interpretation of results
5. Record management	No basis to assess OR not applicable	Progress notes, orders & discharge instructions are frequently incomplete, unorganized, late or missing	Progress notes, orders & discharge instructions include core information but lack detail, timeliness or organization	Progress notes, orders & discharge instructions are good but occasionally lack clarity, have minor omissions or are delayed in completion	Progress notes, orders & discharge instructions are clear, detailed, timely & accurate
6. Treatment Plans	No basis to assess OR not applicable	Has difficulty developing appropriate treatment plans or referral plans, responding to patient changes or determining specific orders	Develops basic treatment plan for primary disease but may not address all possible problems or include clear written orders	Usually develops appropriate treatment plan, with clear written orders, comprehends when to seek consultation or patient referral	Consistently develops complete treatment plan for primary disease and potential complications, with clear written orders
7. Basic technical or surgical skills	No basis to assess OR not applicable	Does not demonstrate adequate knowledge of procedures or is unable to perform basic technical skills	Demonstrates knowledge & skills required to perform basic technical skills adequately	Demonstrates accurate knowledge of procedures and performs technical skills well with minor need for improvement	Knowledge of procedures is complete and accurate; technical skills performed well and with attention to possible complications
8. Surgical techniques	No basis to assess OR not applicable	Does not consistently use aseptic technique; instrument use is poor; suturing technique & other skills are poor	Sometimes does not use aseptic technique; sometimes has difficulty with proper instrument use; suturing technique & other skills are adequate	Typically uses aseptic technique & proper instrument use; suturing technique & other skills are good	Always uses aseptic technique & proper instrument use; suturing technique & other surgical skills are exceptional
9. Basic medical skills	No basis to assess OR not applicable	Does not describe pathophysiologic or pharmacologic principles pertinent to case management	Describes basic pathophysiology and pharmacologic information with adequate but basic level of detail	Usually describes detailed pathophysiology of disease and pharmacologic basis for treatments	Consistently describes detailed pathophysiology of disease process and pharmacologic rationale for treatments
10. Case management and follow through	No basis to assess OR not applicable	Frequently arrives late, is disorganized, or fails to provide timely treatments or updates regarding patient status	Completes daily activities and treatments; provides basic patient updates in rounds and daily client communications	Organizes daily activities well, usually responds to patient changes, administers treatments as ordered & provides regular updates	Consistently organizes daily activities efficiently, responds to patient changes; administers treatments & provides appropriate updates to clinicians, clients
11. Basic anesthesia/ sedation, pain management	No basis to assess OR not applicable	Does not demonstrate anticipation, assessment or ability to manage pain or provide basic sedation	Demonstrates knowledge & adequate administration of common protocols	Usually assesses and monitors pain or anticipated discomfort; knowledge & choice of protocols is accurate	Accurately assesses and monitors pain or anticipated discomfort; knowledge & choice of protocols is detailed and accurate

		Unacceptable Performance	Satisfactory Performance	Good Performance	Exceptional Performance
12. Animal welfare and patient care	No basis to assess OR not applicable	Unacceptable concern with patient care; fails to provide basic patient comfort or respond to patient needs	Provides care for acceptable patient comfort as needed and responds to changing patient needs	Conscientious level of concern with patient care; frequently interacts with patient and responds to patient needs	Exceptional level of concern with patient care; provides extra attention to patient needs on an ongoing basis
13. Emergency & intensive care skills	No basis to assess OR not applicable	Does not identify emergent patient issues, exhibits poor judgment regarding critical cases, & does not demonstrate knowledge of initial emergency care	Displays good judgment, but needs close supervision	Usually has sound judgment with emergency or intensive care cases & is able to plan supportive emergency treatments	Identifies emergent issues in admitted & critical patients & demonstrates ability to provide initial supportive emergency care
14. Health promotion & prevention skills	No basis to assess OR not applicable	Lacks adequate awareness & knowledge of disease prevention & control measures, including wellness programs for maintenance of individual & population health; understanding of zoonotic or biohazard threats is poor	When prompted, demonstrates acceptable knowledge of disease prevention & control measures, including adequate wellness programs for maintenance of individual & population health; understanding of zoonotic or biohazard threats is limited	Usually demonstrates accurate knowledge of disease prevention & control measures, including good quality wellness programs for maintenance of individual & population health; understanding of zoonotic or biohazard threats is good	Proactively demonstrates comprehensive & current knowledge of disease prevention & control measures, including optimal wellness programs for maintenance of individual & population health; understanding of zoonotic or biohazard threats is excellent
15. Communication with clients	No basis to assess OR not applicable	Performance Typically does not interact well with clients. Grievances often occur in client interactions.	Sometimes has difficulty eliciting &/or giving accurate, thorough, & timely information. Needs to consider client's perspective &/or maintaining professional boundaries with clients	Usually communicates with clients by eliciting & giving accurate, thorough, timely information, that meets the needs of both owner/agent & animal patient	Consistently communicates with clients by eliciting & giving accurate, thorough, timely information, that meets the needs of owner/agent & animal patient
16. Communication with medical personnel	No basis to assess OR not applicable	Typically does not interact well with other professionals. Grievances often occur in team interactions.	Sometimes has difficulty giving & eliciting accurate, thorough, & timely information, that promotes effective medical care & teamwork. Needs to listen more, & consider/respect others' perspectives	Usually communicates well with other professionals, giving & eliciting accurate, thorough, & timely information, that promotes effective medical care & teamwork	Consistently communicates with other professionals-providing accurate, thorough, & timely information, that promotes effective medical care & teamwork
17. Rounds: Includes daily rounds, grand rounds, & seminars	No basis to assess OR not applicable	Rarely participates; case presentations lack major components, or organization; does not respond to questions or engage in discussion	Participates when addressed; provides adequate case presentations but presentations need improvement in organization or delivery	Participates regularly; respectfully engages in group discussion; provides organized, and complete case presentations with minor omissions, responds well to questions	Participates regularly; respectfully engages in group discussion; provides organized, complete and concise case presentations; responds effectively to questions
18. Medical ethical concerns	No basis to assess OR not applicable	Unacceptable level of ethical awareness; inability to recognize ethical issues or demonstrate ethical decision making consistently; not diplomatic when communicating ethical dilemmas	Acceptable level of ethical awareness and skills: discusses and asks questions about ethical dilemmas; at times lacks diplomacy	Appropriate level of ethical awareness and skills: asks questions, discusses and uses diplomacy in implementing solutions to ethical dilemmas	High level of relevant ethical awareness and skills: anticipates, asks questions, discusses, and uses diplomacy in ethical dilemmas
19. Overall contribution to medical team & participation	No basis to assess OR not applicable	Does not assist others on rotation or in keeping clinical areas orderly; is often late & unengaged in rotation	If prompted, assists others on rotation & contributes to keeping clinical areas orderly; sometimes not on time or engaged in rotation	Usually assists others on rotation; usually keeps clinical areas orderly; usually on time & engaged in rotation	Always assists others on rotation; takes initiative to keep clinical areas orderly; always on time & engaged in rotation
20. Scientific literature-Gathering & assessment	No basis to assess OR not applicable	Does not demonstrate knowledge or acquisition of basic relevant information	Identifies & presents basic relevant information from textbooks	Identifies & presents relevant information from textbooks & other scientific sources	Consistently identifies, critically analyzes, & presents relevant current literature & other scientific sources
21. Overall Professionalism*	No basis to assess OR not applicable	Does not assist others on rotation or in keeping clinical areas orderly; does not display appropriate professionalism; is unenthusiastic about learning & participation; demonstrates gaps in professional behavior identified based on UTCVM guidelines	If prompted, assists others on rotation and contributes to keeping clinical areas orderly; demonstrates acceptable levels of maturity, preparedness & dependability; generally interacts respectfully with others or has minor areas for improvement in professional behavior	Usually assists others on rotation, Demonstrates good level of maturity, is usually prepared & dependable, interacts respectfully with clinician, staff, classmates & clients; appears eager to learn & participate	Always assists others on rotation, Demonstrates high level of maturity, is always prepared & dependable, interacts respectfully with clinician, staff, classmates & clients; appears eager to learn & participate

* Unacceptable performance in this category results in a failure of the rotation.