



Date	Pt initials	Pt. age	ALS/ BLS	Nature of call	ECG (list)	Call-in (X)

**SKILL PERFORMANCE APPRAISAL:** Indicate the general level of performance

**Scale:**

- 5 Exceptional Clearly outstanding for a student at this level of training
- 4 Superior Above average for a student at this level of training
- 3 Proficient As expected for a student at this level of training
- 2 Marginal Not quite up to expectations for a student at this level of training
- 1 Deficient Poor performance for a student at this level of training

Team Leadership skills	Rating
Takes charge; demonstrates confidence, compassion, maturity and command presence	
Requests additional resources in a timely manner if needed	
Receives, processes, verifies and prioritizes information	
Interprets patient data to form an accurate paramedic impression	
Creates an appropriate action plan; implements the appropriate SOP based on the PARAMEDIC impression	
Correctly prioritizes pt needs and assigns team member duties in the appropriate location	
Communicates accurately and concisely while listening and encouraging feedback	
Reconciles incongruent information	
Makes appropriate pt disposition decisions in a timely fashion; including selection of appropriate receiving hospital	
Transmits information to the hospital in a concise OLMC report	
Continuously monitors situation, resources, and patient condition until appropriate pt disposition and modifies accordingly	
Facilitates patient handover to ED staff giving appropriate follow-up reports	
Ensures that ambulance is appropriately restocked	
Ensures that appropriate patient use of supplies forms are completed (for billing purposes)	
Conducts a post-run CQI review with team members	
Maintains accountability for team's actions/outcomes	

Comments: \_\_\_\_\_

AFFECTIVE OBJECTIVES	Rating
<b>INTEGRITY:</b> Consistently honest; maintains patient confidentiality.	
<b>EMPATHY:</b> Shows compassion for others; responds appropriately to patients and bystanders.	
<b>SELF-MOTIVATION:</b> Self-disciplined, resourceful, takes on and follows through on tasks without constant supervision; consistently strives for excellence in all activities.	
<b>APPEARANCE AND PERSONAL HYGIENE:</b> Well groomed; wears appropriate clothing.	
<b>SELF-CONFIDENCE:</b> Is aware of own strengths and limitations; projects confidence to patients	
<b>COMMUNICATIONS:</b> Speaks clearly; maintains appropriate interactions/language at all times; listens actively; adjusts communication methods to meet situational needs.	
<b>TIME MANAGEMENT:</b> Consistently punctual; completes tasks and assignments on time.	
<b>TEAMWORK AND DIPLOMACY:</b> Shows respect and supports team members; communicates effectively with others	
<b>ATTITUDE:</b> Accepts coaching and modifies behavior as requested; does not complain; demonstrates a positive attitude.	
<b>PATIENT ADVOCACY:</b> Insists on appropriate patient management.	
<b>CAREFUL DELIVERY OF SERVICE:</b> Performs complete equipment checks; demonstrates safe ambulance operations; makes independent critical judgments supported by System standards.	

Comments: \_\_\_\_\_

General areas of competency	Rating
<b>Medical knowledge:</b> Academic competency relative to stage of education and ability to apply that knowledge and work within the SOPs & EMS policies when caring for patients.	
History taking skills: Ability to obtain an accurate history and identify the scope of historical data needed to assess the patient's problem.	
<b>Communication skills:</b> Ability to provide an organized, accurate summary of data in a concise and timely fashion during the radio report and face-to-face report at the hospital.	
<b>Physical exam skills:</b> Ability to perform a competent exam appropriate to the patient's care needs within a reasonable time frame.	
<b>Clinical reasoning skills:</b> Ability to assess common problems and reach accurate conclusions using appropriate reasoning skills.	
<b>Treatment skills:</b> Ability to determine need for and competently execute EMS interventions.	
<b>Written documentation:</b> Ability to complete factual, accurate, complete, and timely PCRs and other supplementary documents (Refusal forms, Notice of privacy practices, CMMS signature forms) that reflects the clinical encounter in a comprehensive manner.	
<b>Intellectual curiosity:</b> Passion for learning and intellectual engagement. Reviews SOPs, clinical literature, class outlines, notes on a regular a basis reflecting effort to improve knowledge .	

**Comments are especially important for any marginal/deficient or exceptional ratings. Provide specific behavior-related descriptions and explanations rather than general subjective observations. Use back of page if needed.**

**Overall STRENGTHS:** (In what areas does the student excel?)

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**OPPORTUNITIES/AREAS FOR IMPROVEMENT:** (Feedback to assist the student in ongoing professional growth)

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**Signatures**

\_\_\_\_\_  
Student NAME/ signature

\_\_\_\_\_  
Preceptor NAME/signature

\_\_\_\_\_  
Hospital EMSC/Educator signature

\_\_\_\_\_  
Provider EMSC NAME/signature

\_\_\_\_\_  
Date

- Recommendation:**
- Internship complete; graduate; allow to take credentialing exam; unrestricted license
  - Graduate; allow to take credentialing exam; retain with preceptor until: \_\_\_\_\_
  - Retain in Phase II (attach corrective action plan)
  - Terminate the internship; sponsorship withdrawn (attach documentation)