



**PERFORMANCE APPRAISAL:** Indicate the general level of performance - **Scale:**

- 5 Exceptional Consistently exceeds expectations for a student at this point of the internship
- 4 Superior Meets all and exceeds some expectations for a student at this point of the internship
- 3 Proficient Meets expected performance for a student at this point in the internship
- 2 Marginal Inconsistently meets expectations for a student at this point - action plan in place
- 1 Deficient Does not meet performance expectations for a student at this point – action plan in place

<b>AFFECTIVE OBJECTIVES:</b>		<b>Rating</b>
1. <b>INTEGRITY:</b> Consistently honest; is able to be trusted with the property of others and with confidential information.		
2. <b>EMPATHY/Rapport with patients:</b> Shows compassion for others; good listening skills, sensitivity and empathy.		
3. <b>SELF-MOTIVATION:</b> Self-disciplined, takes initiative and follows through on tasks without constant supervision; strives for excellence in all aspects of patient care and professional activities; accepts coaching in a positive manner; takes advantage of all learning opportunities.		
4. <b>APPEARANCE; PERSONAL HYGIENE:</b> Always clean, neat, well-groomed, wearing clothing appropriate for a medical professional team member and presents a positive image of EMS within the hospital; good personal hygiene and grooming.		
5. <b>SELF-CONFIDENCE:</b> Is aware of own strengths and limitations; projects confidence to patients		
6. <b>COMMUNICATION:</b> Speaks clearly; maintains appropriate interactions/language even in difficult situations or when unmonitored; writes legibly; adjusts communication strategies to various situations.		
7. <b>TIME MANAGEMENT/</b> Demonstrates appropriate work habits, punctual; completes tasks and assignments on time.		
8. <b>TEAMWORK AND DIPLOMACY: Interaction with peers, hospital personnel &amp; others:</b> Places success of team above self-interests; helps and supports other team members; communicates effectively to resolve problems.		
9. <b>ATTITUDE:</b> Refrains from complaining; demonstrates a positive attitude through verbal and non-verbal communication.		
10. <b>RESPECT:</b> Is polite to others; does not use derogatory or demeaning terms; behaves in a manner that brings credit to the profession.		
11. <b>PATIENT ADVOCACY:</b> Does not allow personal bias to interfere with patient care; places the needs of patients above self-interest; protects and respects patient confidentiality and dignity.		
12. <b>CAREFUL DELIVERY OF SERVICE:</b> Performs complete equipment checks; demonstrates safe ambulance operations; makes critical judgments supported by ethical, legal and moral standards as specified in System standards.		

<b>Adherence to safety standards:</b> Consistently adheres to PPE, distancing, hand hygiene standards	
<b>Medical knowledge:</b> Knowledge base relative to stage of training and ability to apply that knowledge and work within the SOPs & EMS policies when caring for patients.	
<b>History taking skills:</b> Ability to obtain an accurate history and identify the scope of historical data needed to assess the patient's problem.	
<b>OLMC/handover reports:</b> Ability to provide an organized, accurate summary of patient in a concise and timely fashion during the OLMC verbal report and face-to-face handover 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 a factual, accurate, complete, and timely PCR and other supplementary documents (Refusal forms, CMMS signature forms) that reflects the clinical encounter in an accurate and comprehensive manner.	
<b>Intellectual curiosity:</b> Reviews SOPs, clinical literature, notes on a daily basis reflecting an ongoing effort to improve knowledge, problem-solve situations encountered during patient care.	

**Overall STRENGTHS (Plus):**

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**AREAS of Opportunity (Delta)** (Feedback to assist the student in improving their performance – be specific))

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Student's signature \_\_\_\_\_

Preceptor's name/signature \_\_\_\_\_

Signature of hospital EMS Coordinator/Educator \_\_\_\_\_

Date \_\_\_\_\_

**Recommendation:**             Progress to Phase II     Retain in Phase I (attach corrective action plan)