LMPS Pharmacy Residency Program

Resident Assessment - Pharmacy Leadership Rotation

Competency-Based Assessment

**Expected Level of Performance Rubric for the Assessment**

**BELOW Expected Level of Performance**
At the completion of the rotation, the resident:
- Inconsistently demonstrates an understanding of the administration issues discussed during the course of the rotation.
- Is inconsistently prepared for meetings and discussions (e.g., has not adequately completed pre-readings, is demonstrably unaware of subject matter and does not routinely actively participate in the discussions (as appropriate)).
- Is only able to manage competing priorities of multiple tasks with significant guidance from the preceptor.
- Is only able to adequately complete their assignment(s) and/or mini-project with significant preceptor support.
- Inconsistently completes assignments, lacks some knowledge of background and related materials, doesn't consider current standards of practice or multiple perspectives and has not really considered a change management plan (where appropriate).

**MEETS Expected Level of Performance**
At the completion of the rotation, the resident:
- Is able to demonstrate an understanding of the administration issues discussed during the course of the rotation.
- Is prepared for all the meetings and discussions they are participating in (e.g., they complete pre-readings and actively participate in the discussions (as appropriate)).
- Is able to manage competing priorities of multiple tasks with some guidance from the preceptor. If an assignment or mini-project requires the resident to have advanced administrative knowledge or involves a complex situation (e.g., crosses multiple departments), the resident requires the preceptor to provide considerable support for the project to be completed.
- Completes assignments appropriately, reflecting current standards of practice and considering stakeholder input and change management (where appropriate).

**BEYOND Expected Level of Performance**
At the completion of the rotation, the resident:
- Is able to demonstrate an exceptional understanding of the administration issues discussed during the course of the rotation.
- Is prepared for all meetings and discussions by completing pre-readings (as applicable) and actively participating in the discussions (as appropriate) making insightful contributions or asking insightful questions.
- Is able to manage competing priorities or multiple tasks with minimal or no guidance from the preceptor. If any assignment or mini-project assigned requires the resident to have advanced administrative knowledge or involves a complex situation (e.g., crosses multiple departments), the resident is able to develop a reasonable solution fairly independently with minimal preceptor support.
- Completes assignments exceptionally well, with clear knowledge of background and related materials, considers current standards of practice and multiple perspectives and has a change management plan (where appropriate).

For Evaluation Outcomes and Policies please see:

http://www.lmpsresidency.com/residents/resident-manual/evaluation-outcomes

http://www.lmpsresidency.com/residents/resident-manual/evaluation-policies

**Standard 3.3 Exercise Leadership**

The resident shall apply leadership and management skills to contribute to the goals of the program, department, organization, and profession.
*1. Ability to demonstrate an understanding of the differences between management and leadership (CPRB 3.3.1) | Not assessed (explain why not assessed) | Below expected level of performance | Expected level of performance | Beyond expected level of performance
---|---|---|---|---

Please provide evidence to support your rating:

*2. By completing an administrative project or activity, ability to demonstrate:
A) knowledge with respect to at least one of the following areas:
(i) governance and organizational structure
(ii) human resources
(iii) financial management
(iv) continuous quality improvement
(v) visioning and strategic, operational and project planning
(vi) change management
(vii) ethical and legal frameworks and standards of practice;
B) administrative problem-solving
C) effective communication (verbal and written) (CPRB 3.3.3) | Not assessed (explain why not assessed) | Below expected level of performance | Expected level of performance | Beyond expected level of performance
---|---|---|---|---

*Please DESCRIBE the project or activity completed and provide evidence to support your rating:

*3. Demonstrates respect for, pride in and commitment to the profession through both appearance and actions (CPRB 3.3.4) | Not assessed (explain why not assessed) | Below expected level of performance | Expected level of performance | Beyond expected level of performance
---|---|---|---|---

Please provide evidence to support your rating:

**Rotation-Specific Learning Objectives**

*4. Ability to describe the organizational structure of LMPS | Not assessed (explain why not assessed) | Below expected level of performance | Expected level of performance | Beyond expected level of performance
---|---|---|---|---
Please provide evidence to support your rating:

<table>
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<th>*5. Ability to describe the role and function of a Health Board (from any of our 4 health authorities), the Executive Team and the LMPS PLT and extended PLT.</th>
<th>Not assessed (explain why not assessed)</th>
<th>Below expected level of performance</th>
<th>Expected level of performance</th>
<th>Beyond expected level of performance</th>
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Please provide evidence to support your rating:

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<th>*6. Ability to describe the Customer Service Committee role and function and list at least four types of issues PLT may bring to this committee for discussion.</th>
<th>Not assessed (explain why not assessed)</th>
<th>Below expected level of performance</th>
<th>Expected level of performance</th>
<th>Beyond expected level of performance</th>
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Please provide evidence to support your rating:

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<th>*7. Ability to describe the roles and discern the similarities and differences among the following leadership positions: Directors Regional Managers and Coordinators Clinical Coordinators Distribution Coordinators</th>
<th>Not assessed (explain why not assessed)</th>
<th>Below expected level of performance</th>
<th>Expected level of performance</th>
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Please provide evidence to support your rating:

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<th>*8. Ability to demonstrate an understanding of the LMPS Strategic Plan</th>
<th>Not assessed (explain why not assessed)</th>
<th>Below expected level of performance</th>
<th>Expected level of performance</th>
<th>Beyond expected level of performance</th>
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Please provide evidence to support your rating:
### Attitudes and Behaviours (Professional Characteristics)

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<th></th>
<th>Not assessed (explain why not assessed)</th>
<th>Does not consistently exhibit</th>
<th>Consistently exhibits</th>
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<td>*9. Responsibility for Own Learning (CPRB 2.1.5.3, 2.1.5.4, 3.1.1.c, 3.4.1)</td>
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<td>Self-direction, motivation</td>
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<td>Modification of behavior in response to feedback</td>
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<td>Professional Conduct (punctuality, communication about rotation expectations and deadlines, accountable for own actions)</td>
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<td>Reliability and follow-through on all tasks assigned</td>
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Please provide evidence to support your rating:

*Resident's strengths, areas for improvement and overall comments/feedback:

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**The following will be displayed on forms where feedback is enabled...**

(for the evaluator to answer...)

*Did you have an opportunity to meet with this trainee to discuss their performance?*

- ○ Yes
- ○ No

(for the evaluee to answer...)

*Did you have an opportunity to discuss your performance with your preceptor/supervisor?*

- ○ Yes
- ○ No