

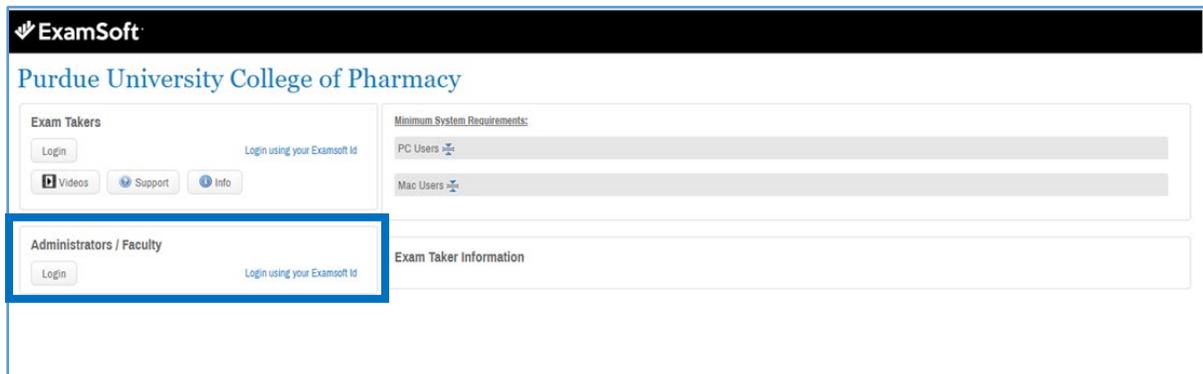
The Annual Performance Evaluation (APE) is a required assignment for our students. This is a two-step process with faculty: **(1)** assessing students' reflections on their growth in the following areas: self-awareness, leadership, career exploration, professionalism, intercultural development, and wellness, and **(2)** facilitating a discussion with a small group of students. ExamSoft will be used for the assessment of students' reflections. Directions for ExamSoft and guidance for the evaluation of student reflections are provided below.

Guidance is provided on using ExamSoft to grade submissions, as well as assessing student reflections (starting on [page 7](#)). Appendices are provided with specific student submission examples for each APE domain and the rating for each professional year (**P1 located on page 12, P2 on page 19, P3 on page 32**).

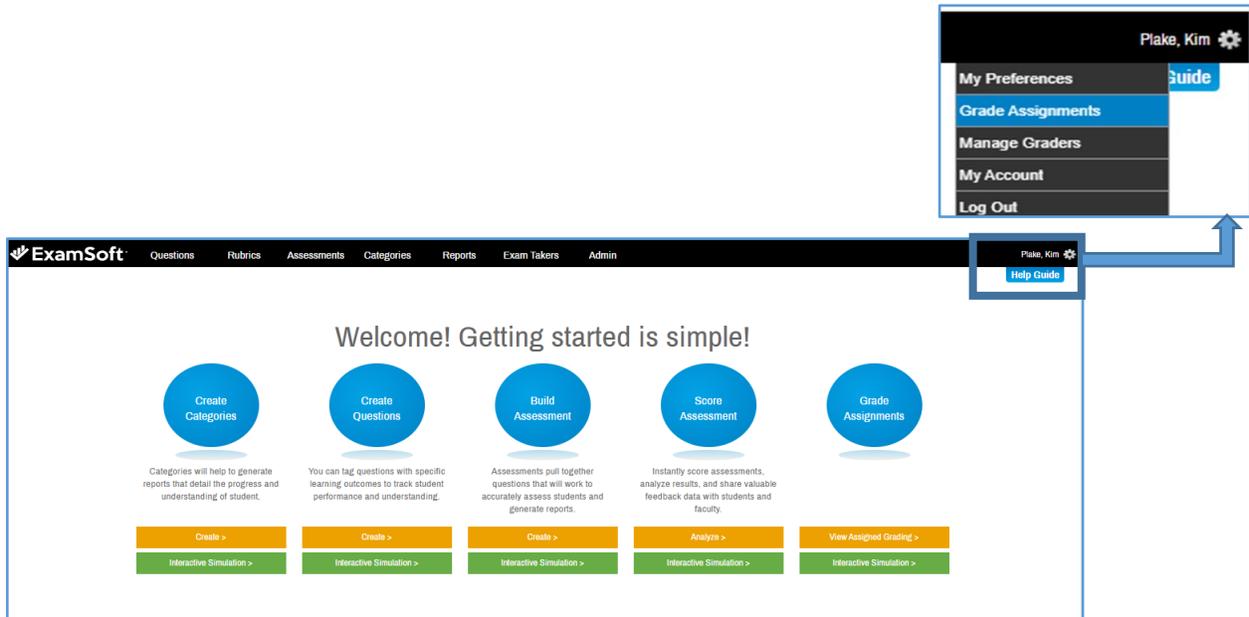
## Guidance for Using ExamSoft Rubrics

All faculty mentors will need to access students' Annual Performance Evaluation (APE) reflections on ExamSoft.

- 1) Login to the ExamSoft web portal at: <https://ei.examssoft.com/GKWeb/login/purduepharm>.
- 2) Click Login under the Administrators/Faculty tab and use the Purdue Boiler Key 2-step login.

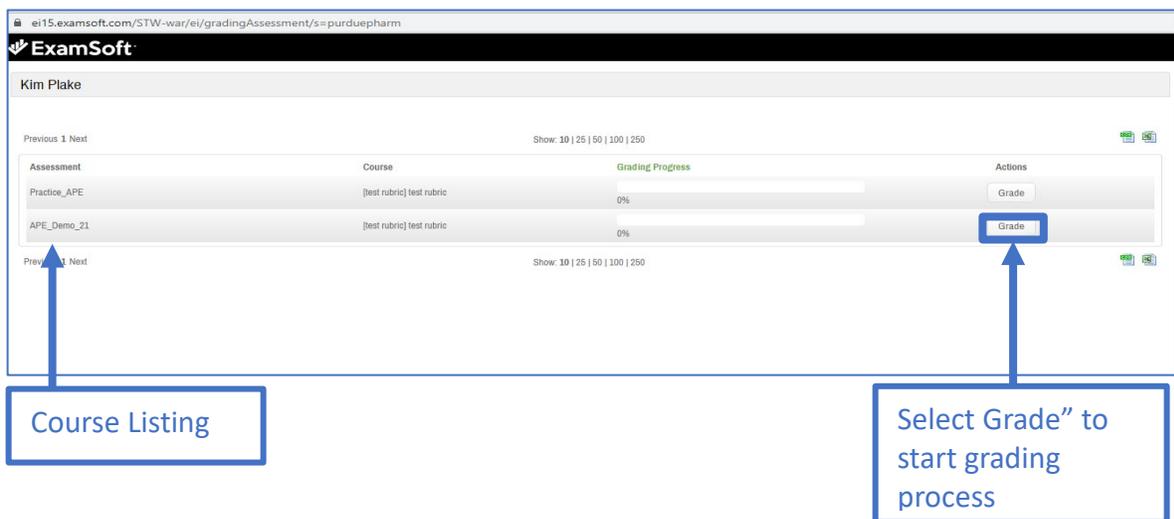


3) Hover over your name at the top right and select Grade Assignments.



4) Find the appropriate course. This will correspond to the PPL for the year you are evaluating: PHRM 821 for P1, PHRM 841 for P2 and PHRM 861 for P3. It may also be listed by assignment, such as P1 Annual Performance Evaluation 2023, etc.

Click Grade. If you are grading multiple years (i.e., P1, P2, P3) you will have multiple courses or assignments listed. This screen will also show your progress in grading the assignment. **NOTE:** Your assessment and course names will be different than pictured below as this is a demo course for illustration.



5) Click Grade from the list of individual students.

The screenshot displays a grading interface for 'APE\_Demo\_21'. At the top, there is a 'Start Tutorial' button and a 'Grading Assignments' tab. A progress bar indicates 'Overall Grading Progress: 0% Complete'. Below this is a table with the following columns: Exam Taker, ID, Exam #, Grading Progress, Grade, and Actions. The table lists four exam takers: Test1\_Lab, Test2\_Lab, Test3\_Lab, and Test4\_Lab, all with 'Exam # not available' and '0%' progress. A blue box highlights the 'Grade' button in the Actions column for the first student. Another blue box highlights a 'Clear Grading' button below the table, with an annotation stating 'Clears grading for all students'. A third blue box highlights the 'Grade' button with an annotation: 'Select "Grade" next to a student to start grading process'. A 'Group Grade Selected Exam Takers' button is also highlighted in blue.

6) On the left side, the document submitted by the student will appear, and on the right side, the grading rubric will appear. Although not necessary, you can download the submitted file from the student.

Occasionally, there may be a delay in loading a student’s submitted documents. If this occurs, please try moving to the next student and then returning to the prior student using the buttons at the bottom of the evaluation – this typically resolves the issue (see below).

The screenshot shows the bottom navigation bar of the evaluation interface. It features four buttons: 'Prev Exam Taker', 'Print', 'Save', and 'Next Exam Taker'. The 'Print' and 'Save' buttons are highlighted in blue. Two red arrows point downwards to the 'Prev Exam Taker' and 'Next Exam Taker' buttons, indicating their use for navigating between students.

Use the Next Artifact button to move between the files submitted by the student. For this assignment, students submitted an APE reflection and a resume (P1 only) or CV (P1, P2 or P3). **Most students submitted these documents as separate files, but some students may have merged the documents and only submitted one comprehensive document.**

The screenshot shows the 'Exam Takers' interface for 'APE\_Demo\_21'. The top right shows 'Exam Taker Name or ID' and a search box. Below the header, there's a 'Download Answer File' button and a 'Next Artifact' button with a right-pointing arrow. The main content area displays a student's submission for 'Test1, Lab' with a score of 0/100.0. The submission includes a 'Self Awareness' section with text and a table. A callout box points to the 'Download Answer File' button with the text 'Downloads submission into separate file'. Another callout box points to the 'Next Artifact' button with the text 'Forwards to student's resume or CV submission'. A third callout box points to the 'Exam Takers' header with the text 'Reverts back to screen listing all mentor's students'. On the right, a 'P1 APE Rubric 2021' table is visible, showing columns for scores 3, 2, 1 and a 'COMMENTS' column. The rubric rows include 'SELF AWARENESS' and 'LEADERSHIP' with specific questions and criteria.

7) For each element of the rubric, hovering over a given column will allow you to view the criteria for that selection. Clicking on one of the boxes will select that evaluation criteria for that item (row). The box will change color once it is selected.

This close-up screenshot shows the 'P1 APE Rubric 2021' table. The score for 'Test1, Lab' is 5.56/100.0. The table has columns for scores 3, 2, 1, and 'COMMENTS'. The first row is for 'SELF AWARENESS' with the question: 'What have you done during this academic year to better understand how you learn best?'. The '3' column is highlighted in green, and a callout box points to it with the text 'Hover over icon to see rubric description'. A second callout box points to the criteria for the score 3, which reads: 'Identifies one or more activities that were successful in facilitating learning AND provides evidence regarding learning from the experience'. The second row of the rubric is also visible, with the question: 'What have you done during this academic year that has not been successful in helping you learn? (i.e.: procrastinating, time management, cramming, re-reading notes, re-watching lectures). What did you learn from this unsuccessful approach?'.

8) Clicking on COMMENTS will allow you to enter written comments for that item (row).

Exam Taker Name or ID: Search

Overall Grading Progress: 0% Complete

Test1, Lab - Score: 0 /100.0

P1 APE Rubric 2021

	3	2	1	COMMENTS
SELF AWARENESS: What have you done during this academic year to better understand how you learn best?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
SELF AWARENESS: What have you done during this academic year that has not been successful in helping you learn? (i.e., procrastinating, time management, cramming, re-reading notes, rewatching lectures). What did you learn from this unsuccessful approach?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
SELF AWARENESS: What is your action plan for the upcoming year in terms of what you intend to do to further understand your strengths and weaknesses to enhance your learning and academic performance? How will it enhance your learning? Goals in the action plan should be SMART (Specific, Measurable, Achievable, Relevant, Time-Bound).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
LEADERSHIP: List two personal qualities that make you an effective leader.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

Comments / Feedback

Cancel Save

**TIP:** Comments can be copied and pasted from another document. If there is similar feedback that you are giving across students, consider putting the feedback into a WORD document and copying and pasting it into the COMMENTS box.

9) At the end of the rubric, enter overall comments.

Save the evaluation, OR go to the next student's submission. Going to the next student should automatically save what has been completed on the rubric. However, it's good practice to save first before proceeding.

WELLNESS  
Reflect on what you learned in the Wellness Laboratory and the implementation of your Wellness Action Plan.  
Describe the goal(s) outlined in your Wellness Action Plan.  
If you felt your Wellness Action Plan went well, what were the strategies used in implementing the plan and why do you feel they were effective? If you felt that your Wellness Action Plan did not go well, why do you think that was the case and what would you do differently?

WELLNESS  
What is your action plan for the upcoming year to address your wellness?  
How will the plan specifically address your stressors or improve your wellness?  
Goals in the action plan should be SMART (Specific, Measurable, Achievable, Relevant, Time-Bound).

REFLECTION ON EXPERIENCES  
What was the most impactful learning experience you had this past year as a pharmacy student and why did you select this experience?

FACULTY EVALUATION OF PROFESSIONAL GROWTH  
Overall, the student has progressed professionally over the past year.

Resume or CV Evaluation

Overall Comments

Prev Exam Taker Print Save Next Exam Taker

Enter overall comments.

Save and advance to the next student

10) Returning to the student list after grading will give you the option of regrading a student. Clicking Re-Grade returns to the saved grading.

The image shows a screenshot of a student list interface. On the left, a 'Grading Progress' section is highlighted with a blue box. It contains a blue progress bar at the top, followed by '100%' and a white progress bar, and '0%' at the bottom. A blue callout box below it says 'Shows grading progress by individual student' with an arrow pointing to the progress bar. To the right, a table row is shown with 'Grade' and '77.78/100'. The 'Actions' column for this row is highlighted with a blue box, containing a 'Re-Grade' button. A blue callout box below it says 'To change any of previous grading for an individual student' with an arrow pointing to the 'Re-Grade' button.

Grade	77.78/100	Actions
		Re-Grade

## Guidance for Assessing Student Reflections

Students responded to questions about their professional development in specific areas. The following is general guidance relevant to completing the Annual Performance Evaluation regardless of year in the program. Overall, the most important sections are the “comment” sections in the rubric. Please try to provide constructive suggestions and encouragement. If there are things they seem to be doing well, let them know. If there are things that need additional thought or expansion, let them know this as well.

Action Items and SMART Goals: Students developed action plans and goals for the coming year to continue development in each APE development area. Their plans and goals should help in their professional development and be meaningful.

Goals should be “SMART” in nature, or statements that are specific, measurable, achievable, relevant, and time-bound. In addition, students were asked to outline how their goal is SMART using a guide. The example below was provided to students as a part of their directions.

Career Planning		
<ul style="list-style-type: none"> <li>Write a SMART goal for your action plan.</li> <li>Outline how the goal is SMART (Specific, Measurable, Achievable, Relevant, Time-Bound).</li> </ul>	Goal:	I will interview two pharmacists working in two different areas of pharmacy about their career paths, responsibilities, and skills needed in order to explore career paths that I am interested in pursuing by August 2022.
	S	I am interviewing two pharmacists about their career paths, responsibilities and the skills need for their positions.
	M	I will interview <u>two</u> pharmacists pursuing <u>two</u> different areas of pharmacy.
	A	I will have more free time in summer which will give me time to identify and interview pharmacists.
	R	I am interviewing pharmacists in careers in which I am interested.
	T	I plan to complete by August 2022.

Students also may use bullet points to describe how their goals are SMART. An “accomplished” example is shared below.

Leadership		
	Goal:	In order to further develop my leadership skills, I plan to read the book <i>Start with Why</i> by July 31, 2022 and the book <i>The Ideal Team Player</i> by December 31, 2022.

<ul style="list-style-type: none"> <li>Write a SMART goal for your action plan.</li> <li>Outline how the goal is SMART (Specific, Measurable, Achievable, Relevant, Time-Bound).</li> </ul>		Within one week of finishing each book I will write a 1-page reflection over my key takeaways from the text.
	S	<ul style="list-style-type: none"> <li>Specific book titles are mentioned</li> <li>The reflection length is set at a goal of 1 page</li> <li>Specific deadlines are mentioned</li> </ul>
	M	<ul style="list-style-type: none"> <li>The plan is designed for reading 2 books</li> <li>The reflection is given a page length goal</li> </ul>
	A	<ul style="list-style-type: none"> <li>Allotted ~9 months to read 2 books</li> <li>Allowed 1 week to complete a reflection which ensures that information is not forgotten but is also a reasonable timeline</li> </ul>
	R	<ul style="list-style-type: none"> <li>The two books address leadership qualities and considerations</li> <li>Writing a reflection will encourage the self-reflection leadership skill</li> </ul>
	T	<ul style="list-style-type: none"> <li>Specific deadlines are mentioned</li> </ul>

Assessment Guidance: For each question, there are three assessment categories: 1) novice, 2) developing, and 3) accomplished. Use the descriptors provided in the rubric to assess the student for each reflection question. **Check a box in one of the three categories** that best matches the student's reflection in that area. When evaluating the responses of the students, please keep in mind where the student is in the curriculum. Most P1 students will be novice in many of areas, while P3 students are more likely to be accomplished in multiple areas.

Below is a color-coated example when thinking about the assessment of the student's reflection. In addition, at the end of this document (Appendices 1-3), there are multiple examples by professional year that may assist in evaluating students' reflections.

Reflection Questions	Accomplished	Developing	Novice
<b>Self-Awareness</b>			
What have you done during this academic year (Fall 2021 to present) to better understand how you learn best?	<b>Identifies one or more activities that were successful in facilitating learning AND provides evidence regarding learning from the experience</b>	<b>Identifies one or more activities that were successful in facilitating learning, BUT provides minimal evidence of learning from the experience</b>	Does not identify an activity <b>OR</b> provides no evidence of learning from the experience
	During this academic year, I realized that I learn best when I am challenged to recall information. I started	During this academic year, I realized that I learn best when I am challenged to recall	I study by re-writing information and that works well for me.

	<p>implementing this into my study habits by <b>re-writing information without using my notes</b>. With this, I was <b>feeling more prepared for exams and averaging higher exam scores</b>. This improvement <b>taught me that I am a verbal learner</b>, so I decided to <b>try both speech and writing study methods</b>. I started to prepare for exams <b>by re-writing information for about 3 to 5 days and then would talk through the material with peers for 1 to 2 days</b>. <b>By adding the speech component, I further improved my quiz and exam scores</b>.</p>	<p>information. <b>I started to study by re-writing information without notes and talking through material with friends</b>. These techniques helped me <b>do better in class</b>.</p>	
--	--	--	--

### Leadership

Leadership is the ability to lead positive change with or without a formal title. It involves working with others to achieve a common goal through collaboration that draws on the strengths of others, motivating participants to reach the goal, guiding others through the process, and taking responsibility for successfully completing the common goal task or activity (Mark SM, Saenz R. Leadership essentials for pharmacists. In: Chisolm-Burns MA, Vaillancourt AM, Shepherd M, eds. Pharmacy Management, Leadership, Marketing, and Finance (pp. 3–19). Sudbury, MA: Jones and Bartlett; 2011).

	Accomplished	Developing	Novice
<p>List <b>two</b> personal qualities that make you an effective leader. How do you plan to further develop these qualities?</p>	<p><b>Identifies two or more personal qualities AND clearly articulates a plan to further develop them</b></p> <p>In both my personal and professional life, I am an <b>empathetic</b> and <b>dependable</b> individual. Placing a focus on empathy when in a leadership position has allowed me to build strong relationships with my team members and better assess their needs and goals. I plan to <b>further develop this skill by reading <i>The Ideal Team Player</i> which discusses various personality types</b></p>	<p><b>Identifies one personal quality AND articulates a plan to further develop it</b></p> <p>In both my personal and professional life, I am an <b>empathetic</b> individual. Placing a focus on empathy when in a leadership position has allowed me to build strong relationships with my team members and better assess their needs and goals. <b>I plan to further develop this skill by reading <i>The Ideal Team Player</i> which</b></p>	<p>Does not articulate a plan to further develop any identified personal qualities</p> <p>I am an empathetic and dependable leader which has helped me serve various roles within organizations.</p>

	<p><b>and how to balance those in an effective team setting.</b> Additionally, I value being an individual that is dependable with relationships and the work that I provide. I believe that I <b>can further develop my dependability by improving my response time to emails. I plan to set a recurring 5pm reminder on my phone that will encourage me to check my email inbox and respond to emails I received that day that require follow-up and/or response.</b></p>	<p><b>discusses various personality types and how to balance those in an effective team setting.</b></p>	
--	---	--	--

Faculty Evaluation of Student’s Professional Growth: In this section of the rubric, provide an overall assessment of the student’s professional growth. This assessment should not only consider the student’s level of engagement in professional growth activities, but also the responses regarding the **impact the activities** have had on professional growth. This section is meant to encourage students to provide depth and detail in their reflections and develop relevant action items/goals based on their reflections.

Student’s Resume and CV: Students provided an updated resume or CV (P1) or CV (P2/P3) as part of the APE process. The goal for this request was to ensure students are updating their resumes and CVs regularly. When evaluating, check to see if the student updated the document with events from the past year. Faculty do **NOT** need to provide feedback on the formatting and presentation of the resumes and CVs. Students receive feedback multiple times on their resumes/CVs in the curriculum.

Provision of Faculty Comments: Students frequently share how much they value the faculty’s comments since they include specific guidance and are actionable. For ALL students regardless of year in the program, **please provide comments** so students can readily incorporate faculty feedback into their future plans for professional development.

## Meeting with Your Students

The meeting with your assigned students has been organized on a day of the week and time that you indicated you were available and will take place either in person or by **WebEx** in your personal room as was indicated on Sign-Up Genius. Brooke Furrer will be sending you a calendar invite to hold that time in your schedule. If meeting virtually, students will receive the link to your personal room and login when the small group discussion session begins. Students will receive their rubric with your feedback prior to the small group meeting.

**Guidance for the Student Group Meeting Discussion**

The purpose of the small group meeting is to provide an opportunity for students to discuss what they have done over the past year that has contributed to their growth in Self-Awareness, Leadership, Professionalism, Career Planning, Interprofessional Learning, Intercultural Learning and Wellness. It is also intended to give them some additional ideas to revise and build on their action plan for the upcoming year.

It is suggested you begin by having the students introduce themselves, tell the group where they are from and about their plans for the upcoming summer. Since the discussion only lasts 50-60 minutes, you may want to ask what area they would like to discuss first. If the group is quiet, go to the APE reflection questions and have students share their experiences or ask questions of others or you. The most important part of the discussion should be focused on the action plan for the upcoming year. Encourage students to share their suggestions or ideas with one another. APE Reflection questions, as well as other potential discussion questions, will be sent prior to the small group discussion and attached to the calendar invite.

At the end of the discussion, remind the students that they will have an opportunity to update and add to their action plan for the upcoming year and that the revised plan will be due the last day of classes on **Friday, April 28** (they will receive email instructions about it). Encourage them to be specific in terms of what they plan to do so they will be able to determine whether or not they accomplished their goals. Students will enter their final action plan document and resume (P1) or CV (P2, P3) into CORE.

All APE resources will be posted in the [CoP Learning and Assessment Resources webpage](#).

**Questions, concerns or schedule conflicts may be directed to:**

Kimberly Illingworth, PhD

Assistant Dean for Learning and Assessment

[illingworth@purdue.edu](mailto:illingworth@purdue.edu); 765-495-5966

Office: RHPH 106A

## Appendix 1: P1 Annual Performance Evaluation (APE) Examples

Reflection Questions	Accomplished	Developing	Novice
<b>Self Awareness</b>			
<p>What have you done during this academic year to better understand how you learn best?</p>	<p>During this academic year, I realized that I learn best when I am challenged to recall information. I started implementing this into my study habits by re-writing information without using my notes. With this, I was feeling more prepared for exams and averaging higher exam scores. This improvement taught me that I am a verbal learner, so I decided to try both speech and writing study methods. I started to prepare for exams by re-writing information for about 3 to 5 days and then would talk through the material with peers for 1 to 2 days. By adding the speech component, I further improved my quiz and exam scores.</p>	<p>During this academic year, I realized that I learn best when I am challenged to recall information. I started to study by re-writing information without notes and talking through material with friends. These techniques helped me do better in class.</p>	<p>I study by re-writing information and that works well for me.</p>
<p>What have you done during this academic year that has not been successful in helping you learn? (i.e.: procrastinating, time management, cramming, re-reading notes, rewatching lectures). What did you learn from this unsuccessful approach?</p>	<p>Over the past academic year, I identified that re-watching lectures is not beneficial in helping me learn. I enjoyed this approach because it allows me to multitask. However, after scoring less than a 75% on two exams where I used re-watching lectures as my main study approach, I realized that an</p>	<p>Over the past academic year, I identified that re-watching lectures is not beneficial in helping me learn. This method allows me to multitask, but I do not do well on exams when I study this way.</p>	<p>Re-watching lectures does not help me learn.</p>

	<p>auditory learning style does not help me recall information. After those two exams, I adjusted my study habits and began hand-writing study guides in order to review the material. With this method, I scored an 85% on the next exam.</p>		
--	--	--	--

**Leadership**  
 Leadership is the ability to lead positive change with or without a formal title. It involves working with others to achieve a common goal through collaboration that draws on the strengths of others, motivating participants to reach the goal, guiding others through the process, and taking responsibility for successfully completing the common goal task or activity (Mark SM, Saenz R. Leadership essentials for pharmacists. In: Chisolm-Burns MA, Vaillancourt AM, Shepherd M, eds. Pharmacy Management, Leadership, Marketing, and Finance (pp. 3–19). Sudbury, MA: Jones and Bartlett; 2011).

<p>List <b>two</b> personal qualities that make you an effective leader. How do you plan to further develop these qualities?</p>	<p>In both my personal and professional life, I am an empathetic and dependable individual. Placing a focus on empathy when in a leadership position has allowed me to build strong relationships with my team members and better assess their needs and goals. I plan to further develop this skill by reading <i>The Ideal Team Player</i> which discusses various personality types and how to balance those in an effective team setting. Additionally, I value being an individual that is dependable with relationships and the work that I provide. I believe that I can further develop my dependability by improving my response time to emails. I plan to set a recurring 5pm reminder on my phone that will encourage me to check my</p>	<p>In both my personal and professional life, I am an empathetic individual. Placing a focus on empathy when in a leadership position has allowed me to build strong relationships with my team members and better assess their needs and goals. I plan to further develop this skill by reading <i>The Ideal Team Player</i> which discusses various personality types and how to balance those in an effective team setting.</p>	<p>I am an empathetic and dependable leader which has helped me serve various roles within organizations.</p>
--	---	--	---

	email inbox and respond to emails I received that day that require follow-up and/or response.		
What is the most meaningful leadership or team-based experience that you had this past year and why?	In the fall of 2020, I was able to attend a leadership retreat that allowed me to better understand my leadership qualities and identify ways to develop them. For one activity during the retreat, we took an extensive personality test. Obtaining this information and participating in the group discussion helped me identify the “why” behind both my own leadership style and the styles of those around me. With this experience, I have been more patient and understanding when working with personality types different from my own. Overall, this experience provided by with skills and knowledge to form a strong foundation for my leadership abilities.	In the fall of 2020, I was able to attend a leadership retreat that allowed me to better understand my leadership qualities and identify ways to develop them. I learned a lot and was able to transfer the knowledge and skills gained to my leadership positions within organizations on campus.	I went to a leadership retreat in the fall of 2020 that was really fun and I learned a lot.
<p><b>Professionalism</b>  Professionalism in pharmacy is defined as demonstrating the traits of a professional, which include: knowledge and skills of pharmacy practice, commitment to self-improvement, oriented toward service to others, taking pride in the profession, developing trusting relationships with patients, accountability for your work, and ethically sound decision-making (APhA-ASP and AACP Council of Deans, White Paper on Pharmacy Student Professionalism, 1999).</p>			
List two or more activities from the past that have contributed to your growth as a professional? Explain how the activities you listed have helped you to grow as a professional (i.e., things you learned or have done in class, lab or work).	In August, I obtained an Intern position with CVS Pharmacy. This experience has helped me grow professionally by improving my ability to communicate with patients and collaborate with other	In August, I obtained an Intern position with CVS Pharmacy. This experience has helped me grow professionally by improving my ability to communicate with patients and	Over the past year, I have worked at CVS pharmacy and I have learned various things about professionalism in lab.

	<p>healthcare professionals. Prior to obtaining this position, I had not utilized motivational interviewing outside of the didactic setting, but with various patient encounters, I have been able to practice this communication style to better serve my patients. I was also able to improve my professional abilities through a lab activity that focused on problem prioritization. This activity enhanced my time management skills in both my personal and professional life which has improved my dependability with assignments and team projects.</p>	<p>collaborate with other healthcare professionals.</p>	
--	---	---	--

**Career Planning**

<p>Specifically, what have you done this past academic year to plan for your career after pharmacy school? (i.e.: consider your responses above and outline what you have learned from those experiences)</p>	<p>In the fall, I was able to shadow a pediatric pharmacist at Ascension St. Vincent Hospital in Indianapolis. By observing clinical rounds and the interprofessional collaboration, this experienced piqued my interest in the inpatient setting. However, I identified that I did not enjoy weight-based dosing, so I plan to shadow an internal medicine pharmacist this spring. I have also planned for my career after pharmacy school by obtaining an Intern position with CVS Pharmacy. This experience has allowed me to explore my interest in community-based</p>	<p>I shadowed a pediatric pharmacist at Ascension St. Vincent Hospital in Indianapolis, and I obtained an Intern position at CVS Pharmacy. These experiences helped me figure out what area of pharmacy I like and which ones I do not.</p>	<p>I shadowed a pediatric pharmacist at Ascension St. Vincent Hospital in Indianapolis, and I obtained an Intern position at CVS Pharmacy.</p>
---	---	---	--

	<p>pharmacy and build mentor relationships. I recognize that having mentors will allow me to seek advice and learn from individuals that are invested in my growth. With this experience, I have encountered multiple IPPE and APPE students at my site and I have identified an interest in precepting in my professional career.</p>		
--	--	--	--

**Intercultural Development**

<p>What have you learned about yourself this year based on PHRM 826 (Introduction to Patient Centered Care) and PPL activities completed in regards to intercultural learning/relationship training activities (e.g., IDI, Cultural continua, meditation, your cultural identities, attending an event(s) with a cultural component, reading a book(s) with a cultural component)?</p>	<p>This year I learned that I have a lot of room to grow in terms of intercultural development. I have reflected on how growing up in a small town has limited my cultural understanding and how I plan to overcome that. Since coming to Purdue, I have realized that attending cultural events and reading cultural books are activities that I enjoy and that provide exposure to a variety of cultures in unique ways. By attending various cultural events, I have gained a better insight into cultural traditions that I want to take into consideration in both my personal and professional life. For example, respecting and understanding Ramadan has encouraged me to consider how I would serve a diabetic patient during that time in order to withhold their values while still</p>	<p>This year I learned that I have a lot of room to grow in terms of intercultural development. I have reflected on how growing up in a small town has limited my cultural understanding and how I plan to overcome that. Since coming to Purdue, I have realized that attending cultural events and reading cultural books are activities that I enjoy and that provide exposure to a variety of cultures in unique ways. By attending various cultural events, I have gained a better insight into cultural traditions that may impact how I make treatment plans for patients.</p>	<p>This year I learned that attending cultural events and reading cultural books are activities that I enjoy.</p>
--	--	---	---

	<p>providing optimal care. Overall, intercultural learning has shown me the importance of taking the patient’s goals and values into consideration when building relationships and forming treatment plans.</p>		
--	---	--	--

**Wellness**

<p>Reflect on what you learned in the Wellness Laboratory and the implementation of your Wellness Action Plan.</p> <ul style="list-style-type: none"> <li>• Describe the goal(s) outlined in your Wellness Action Plan.</li> <li>• If you felt your Wellness Action Plan went well, what were the strategies used in implementing the plan and why do you feel they were effective? If you felt that your Wellness Action Plan did not go well, why do you think that was the case and what would you do differently?</li> </ul>	<p>One of my primary goals on my Wellness Action Plan was to write in my “Gratitude Journal” for 15 minutes at least 3 times a week. Another one of my goals was to drink 3 liters of water a day with short-term goals of drinking the 1st liter by 11am, drinking the 2<sup>nd</sup> liter by 3pm, and drinking the 3<sup>rd</sup> liter by 7pm. I felt that my action plan for journaling was effective and I was able to accomplish this goal almost every week. I put this activity on my calendar for every Monday, Wednesday, and Friday which helped keep me consistent and create a routine. I also believe that journaling first thing in the morning prevented me from procrastinating and provided a peaceful time for reflection. The goal of drinking 3 liters of water per day has not gone well for me because I typically drink about 1 liter per day. I believe this goal was heavily impacted by the inability to drink in academic buildings</p>	<p>One of my primary goals on my Wellness Action Plan was to write in my “Gratitude Journal” for 15 minutes at least 3 times a week. Another one of my goals was to drink 3 liters of water a day with short-term goals of drinking the 1st liter by 11am, drinking the 2<sup>nd</sup> liter by 3pm, and drinking the 3<sup>rd</sup> liter by 7pm. I felt that my action plan for journaling went well and I was able to accomplish this goal almost every week. I put this activity on my calendar for every Monday, Wednesday, and Friday which helped keep me consistent and create a routine. I journaled first thing in the morning on those days which prevented me from procrastinating and provided a peaceful time for reflection. The goal of drinking 3 liters of water per day did not go well for me and I often only drink about 1 liter per day. I believe this goal was heavily impacted by the inability to drink in academic</p>	<p>One of my primary goals on my Wellness Action Plan was to write in my “Gratitude Journal” for 15 minutes at least 3 times a week. Another one of my goals was to drink 3 liters of water a day by drinking the 1st liter by 11am, drinking the 2<sup>nd</sup> liter by 3pm, and drinking the 3<sup>rd</sup> liter by 7pm.</p>
--	--	--	--

	<p>which led to it being difficult to meet my short-term goals each day. I also did not invest in a sturdy water bottle that is easy to travel with, so I plan to buy one within the next 2 weeks. I also plan to take advantage of at least 1 break every 2 hours during lectures to go outside and drink water.</p>	<p>buildings which led to it being difficult to meet my short-term goals each day. I plan to take more breaks to drink water.</p>	
--	---	---	--

**Reflection on Experiences**

<p>What was the <b>most impactful learning experience</b> you had this past year as a pharmacy student and why did you select this experience?</p>	<p>The most impactful learning experience I had this past year was working in the Purdue University Pharmacy. I believe this experience was the most impactful because it challenged me in a variety of ways. Enhancing my drug knowledge, developing my counseling skills, collaborating with peers, and building patient relationships are all learning experiences that I was exposed to during a short amount of time. It was especially meaningful to me that I was able to succeed and fail in these areas under the mentorship of individuals that were truly invested in my development. I was able to receive feedback from P4s, pharmacists, and peers which provided me with various perspectives as I reflected on my skills and knowledge.</p>	<p>The most impactful learning experience I had this past year was working in the Purdue University Pharmacy. I believe this experience was the most impactful because it challenged me in a variety of ways. I learned more about medications and practiced counseling.</p>	<p>The most impactful learning experience I had this past year was working in the Purdue University Pharmacy.</p>
--	---	--	---

**Appendix 2: P2 Annual Performance Evaluation (APE) Examples**

Reflection Questions	Accomplished	Developing	Novice
Self Awareness			
<p>Reflect on last year’s action plan and report on your progress.</p> <ul style="list-style-type: none"> <li>• What was your action plan?</li> <li>• Was your action plan effective in meeting your goals? Why or why not? If your action plan was not effective, what would you have done differently and why?</li> </ul>	<p>My action plan for last year was to be more intentional about asking for feedback by asking my IPPE preceptor for their thoughts on what I did well and what I did not do well at the end of each week during my rotation. I planned to document this feedback and comprehensively reflect on it at the end of the rotation. Additionally, I planned to start studying 7 days before an exam rather than my usual 5 days in order to allow more time for verbal collaboration with peers. I believe my action plan for receiving feedback during my IPPE rotation was effective because I was able to obtain feedback each week and I reflected on the comments in my journal at the end of the month. I am confident that making a “schedule” for this feedback helped keep me accountable. My action plan for studying was somewhat effective but can be improved. I started studying about 6 days in advance, which helped a bit, but I found that I was still</p>	<p>My action plan for last year was to be more intentional about asking for feedback by asking my IPPE preceptor for their thoughts on what I did well and what I did not do well at the end of each week during my rotation. I planned to document this feedback and comprehensively reflect on it at the end of the rotation. Additionally, I planned to start studying 7 days before an exam rather than my usual 5 days in order to allow more time for verbal collaboration with peers. I believe my action plan for receiving feedback during my IPPE rotation was effective because I was able to obtain feedback each week. My action plan for studying was somewhat effective but can be improved. I started studying about 6 days in advance.</p>	<p>My action plan for last year was to be more intentional about asking for feedback by asking my IPPE preceptor for their thoughts on what I did well and what I did not do well at the end of each week during my rotation. I planned to document this feedback and comprehensively reflect on it at the end of the rotation. Additionally, I planned to start studying 7 days before an exam rather than my usual 5 days in order to allow more time for verbal collaboration with peers.</p>

	<p>cramped for time. I believe this occurred because I did not mark my studying “start date” in my electronic calendar and by the time I realized I needed to study; it was past the 7-day mark. I believe this also was not as effective as possible because I was the only one keeping myself accountable. In the future, I plan to schedule out my studying time, set reminders on my phone, and have a studying accountability partner.</p>		
<p>What have you done during this academic year to better understand how you learn best?</p>	<p>During this academic year, I realized that I learn best when I am challenged to recall information. I started implementing this into my study habits by re-writing information without using my notes. With this, I was feeling more prepared for exams and averaging higher exam scores. This improvement taught me that I am a verbal learner, so I decided to try both speech and writing study methods. I started to prepare for exams by re-writing information for about 3 to 5 days and then would talk through the material with peers for 1 to 2 days. By adding the speech component, I further improved my quiz and exam scores.</p>	<p>During this academic year, I realized that I learn best when I am challenged to recall information. I started to study by re-writing information without notes and talking through material with friends. These techniques helped me do better in class.</p>	<p>I study by re-writing information and that works well for me.</p>

<p>What have you done during this academic that has not been successful in helping you learn? (i.e.: procrastinating, time management, cramming, re-reading notes, rewatching lectures). What did you learn from this unsuccessful approach?</p>	<p>Over the past academic year, I identified that re-watching lectures is not beneficial in helping me learn. I enjoyed this approach because it allows me to multitask. However, after scoring less than a 75% on two exams where I used re-watching lectures as my main study approach, I realized that an auditory learning style does not help me recall information. After those two exams, I adjusted my study habits and began hand-writing study guides in order to review the material. With this method, I scored an 85% on the next exam.</p>	<p>Over the past academic year, I identified that re-watching lectures is not beneficial in helping me learn. This method allows me to multitask, but I do not do well on exams when I study this way.</p>	<p>Re-watching lectures does not help me learn.</p>
--	--	--	---

**Leadership**  
 Leadership is the ability to lead positive change with or without a formal title. It involves working with others to achieve a common goal through collaboration that draws on the strengths of others, motivating participants to reach the goal, guiding others through the process, and taking responsibility for successfully completing the common goal task or activity (Mark SM, Saenz R. Leadership essentials for pharmacists. In: Chisolm-Burns MA, Vaillancourt AM, Shepherd M, eds. Pharmacy Management, Leadership, Marketing, and Finance (pp. 3–19). Sudbury, MA: Jones and Bartlett; 2011)

<p>Reflect on last year’s action plan and report on your progress.</p> <ul style="list-style-type: none"> <li>• What was your action plan?</li> <li>• Was your action plan effective in meeting your goals? Why or why not? If your action plan was not effective, what would you have done differently and why?</li> </ul>	<p>Last year my action plan for enhancing my leadership skills involved reading <i>The Ideal Team Player</i> by June 30 and <i>Start With Why</i> by July 31. I had a friend that was interested in reading these books as well, so we planned to serve as one another’s accountability partner and Facetime after reading each book to share our thoughts. This action plan was partially</p>	<p>Last year my action plan for enhancing my leadership skills involved reading <i>The Ideal Team Player</i> by June 30 and <i>Start With Why</i> by July 31. I had a friend that was interested in reading these books as well, so we planned to serve as one another’s accountability partner and Facetime after reading each book to share our thoughts. This action plan was partially successful because we were</p>	<p>Last year my action plan for enhancing my leadership skills involved reading <i>The Ideal Team Player</i> by June 30 and <i>Start With Why</i> by July 31. I had a friend that was interested in reading these books as well, so we planned to serve as one another’s accountability partner and Facetime after reading each book to share our thoughts.</p>
---	--	---	---

	<p>successful, and we were both able to read the books by the estimated “due dates.”</p> <p>However, due to our availability, our reflection meeting was slightly delayed. I believe having a partner and creating a timeline for this goal allowed me to stay on track. Looking back, I would have been more proactive about scheduling a time to discuss the books with my friend.</p>	<p>both able to read the books by the estimated “due dates” but did not meet up when we intended to.</p>	
<p>What unique skills do you use in a group setting and how can you use this quality to develop into a better leader?</p>	<p>In a group setting, I am an empathetic and dependable individual. Placing a focus on empathy when in a leadership position has allowed me to build strong relationships with my team members and better assess their needs and goals. I plan to further develop this skill by reading <i>The Ideal Team Player</i> which discusses various personality types and how to balance those in an effective team setting. Additionally, I value being an individual that is dependable with relationships and the work that I provide. I believe that I can further develop my dependability by improving my response time to emails. I plan to set a recurring 5pm reminder on my phone that will encourage me to check my email inbox and</p>	<p>In a group setting, I am an empathetic and dependable individual. Placing a focus on empathy when in a leadership position has allowed me to build strong relationships with my team members and better assess their needs and goals. I plan to further develop this skill by learning more about personalities.</p>	<p>In a group setting, I am an empathetic and dependable individual.</p>

	<p>respond to those from that day that require follow-up and/or response.</p>		
<p>What experience(s) have you had as a professional student that you feel have had the most influence on your development as a leader? Why?</p>	<p>As a professional student, serving as a General Manager for College Mentors for Kids has had the most influence on my development as a leader. Within this role, I help lead the activity each week and ensure the safety of both the elementary buddies and the college buddies during their time on campus. All of the kids come from different backgrounds and bring different concerns/struggles with them to activity each week, so I have been challenged as a leader to ensure the goals and needs of those involved are met. Serving in this role has shown me the importance of building relationships with those that you are leading and ensuring you see them as an individual and not just another task.</p>	<p>As a professional student, serving as a General Manager for College Mentors for Kids has had the most influence on my development as a leader. Within this role, I help lead the activity each week and ensure the safety of both the elementary buddies and the college buddies during their time on campus. This role has challenged me in unique ways and has helped me build relationships.</p>	<p>As a professional student, serving as a General Manager for College Mentors for Kids has had the most influence on my development as a leader.</p>
<p>Describe a time when you experienced conflict in a group. Explain what approaches you believe are helpful at resolving conflict as well as what approaches are detrimental.</p>	<p>I was recently involved in a group activity where there was an individual that was not providing quality work in a timely manner. This led to various members of the group feeling frustrated and completing the individual's portion of the work. I believe</p>	<p>I was involved in a group activity where there was an individual that was not providing quality work in a timely manner. This led to various members of the group feeling frustrated and completing the individual's portion of the work. It is helpful when people communicate, and</p>	<p>I was involved in a group activity where there was an individual that was not providing quality work in a timely manner. This led to various members of the group feeling frustrated and completing the individual's portion of the work.</p>

	<p>helpful approaches to resolve conflict in a group include reflective listening, providing clear expectations, using “I” statements, and collaborating on goal-making. I believe detrimental approaches are accusatory statements, assumptions, and lack of communication. I have found that often when there is a conflict, it stems from a lack of communication and/or miscommunication. Rather than avoiding the issue, it is important to be honest about the current struggles the group may be facing.</p>	<p>I think conflict gets worse when accusations are made.</p>	
--	---	---	--

**Professionalism**  
 Professionalism in pharmacy is defined as demonstrating the traits of a professional, which include: knowledge and skills of pharmacy practice, commitment to self-improvement, oriented toward service to others, taking pride in the profession, developing trusting relationships with patients, accountability for your work, and ethically sound decision-making (APhA-ASP and AACP Council of Deans, White Paper on Pharmacy Student Professionalism, 1999).

<p>Reflect on last year’s action plan and report on your progress.</p> <ul style="list-style-type: none"> <li>• What was your action plan?</li> <li>• Was your action plan effective in meeting your goals? Why or why not? If your action plan was not effective, what would you have done differently and why?</li> </ul>	<p>My action plan for professionalism last year included a goal of obtaining a pharmacy-related job by the end of June. Additionally, I planned to volunteer for 2 hours at least once a month at the Lafayette Transitional Housing Center. I believe my plan for obtaining a job was effective because I was hired at Walgreens Pharmacy at the end of May and was able to</p>	<p>My action plan for professionalism last year included a goal of obtaining a pharmacy-related job by the end of June. I believe my plan for obtaining a job was effective because I was hired at Walgreens Pharmacy at the end of May and was able to work about 20 hours a week during the summer.</p>	<p>My action plan for professionalism last year included a goal of obtaining a pharmacy-related job by the end of June.</p>
---	--	---	---

	<p>work about 20 hours a week during the summer. I believe my proactiveness in applying for Intern positions by the end of April helped ensure that all necessary materials were obtained for my application so that I was able to start by my "deadline." Because I started a new job, my plan for volunteering was not as effective as I had hoped. I had set a goal for a certain number of hours, but I did not make a schedule for when I would volunteer. Because of this, I found that I often chose to work rather than volunteer which led to me procrastinating. Looking back, I would have scheduled volunteering for the first weekend of every month that way it was built into my schedule and could be easily integrated into the school year.</p>		
<p>List <b>two or more</b> activities from the past year that have contributed to your growth as a professional? Explain how the activities you listed have helped you to grow as a professional. (i.e.: things you learned or have done in class, lab or work)</p>	<p>In August, I obtained an Intern position with CVS Pharmacy. This experience has helped me grow professionally by improving my ability to communicate with patients and collaborate with other healthcare professionals. Prior to obtaining this position, I had not utilized motivational interviewing outside of the</p>	<p>In August, I obtained an Intern position with CVS Pharmacy. This experience has helped me grow professionally by improving my ability to communicate with patients and collaborate with other healthcare professionals.</p>	<p>Over the past year, I have worked at CVS pharmacy and I have learned various things about professionalism in lab.</p>

	<p>didactic setting, but with various patient encounters, I have been able to practice this communication style to better serve my patients. I was also able to improve my professional abilities through a lab activity that focused on problem prioritization. This activity enhanced my time management skills in both my personal and professional life which has improved my dependability with assignments and team projects.</p>		
<p><b>Career Planning</b></p>			
<p>Reflect on last year's action plan and report on your progress.</p> <ul style="list-style-type: none"> <li>• What was your action plan?</li> <li>• Was your action plan effective in meeting your goals? Why or why not? If your action plan was not effective, what would you have done differently and why?</li> </ul>	<p>For last year's action plan I stated that I would shadow an Internal Medicine Pharmacist for at least 4 hours by the end of June. Additionally, I planned to have a list of 15 inpatient IPPE rotations that I would be interested in completing during my P3 year by the end of October. My plan to shadow an Internal Medicine Pharmacist was partially effective. I was able to shadow a pharmacist but because I did not start reaching out to hospitals until the beginning of June, I was not able to shadow until July. Looking back, I would have been more mindful of the pharmacists' schedules and would have set a goal to reach</p>	<p>For last year's action plan I stated that I would shadow an Internal Medicine Pharmacist for at least 4 hours by the end of June. Additionally, I planned to have a list of 15 inpatient IPPE rotations that I would be interested in completing during my P3 year by the end of October. My plan to shadow an Internal Medicine Pharmacist was partially effective. I was able to shadow a pharmacist but not until July.</p>	<p>For last year's action plan I stated that I would shadow an Internal Medicine Pharmacist for at least 4 hours by the end of June. Additionally, I planned to have a list of 15 inpatient IPPE rotations that I would be interested in completing during my P3 year by the end of October</p>

	<p>out to hospitals by the end of April which would have allowed me to schedule my experience earlier in advance. My plan to make a list of inpatient IPPE rotations was successful and I felt fully prepared to rank rotations when the time came. I believe setting a firm deadline helped keep the task towards the forefront of my mind to ensure that it was not lost behind didactic work.</p>		
<p>Specifically, what have you done this past academic year to plan for your career after pharmacy school? (i.e.: consider your responses above and outline what you have learned from those experiences)</p>	<p>In the fall, I was able to shadow a pediatric pharmacist at Ascension St. Vincent Hospital in Indianapolis. By observing clinical rounds and the interprofessional collaboration, this experience piqued my interest in the inpatient setting. However, I identified that I did not enjoy weight-based dosing, so I plan to shadow an internal medicine pharmacist this spring. I have also planned for my career after pharmacy school by obtaining an Intern position with CVS Pharmacy. This experience has allowed me to explore my interest in community-based pharmacy and build mentor relationships. I recognize that having mentors will allow me to seek advice and learn from individuals that are invested in my growth.</p>	<p>I shadowed a pediatric pharmacist at Ascension St. Vincent Hospital in Indianapolis, and I obtained an Intern position at CVS Pharmacy. These experiences helped me figure out what area of pharmacy I like and which ones I do not.</p>	<p>I shadowed a pediatric pharmacist at Ascension St. Vincent Hospital in Indianapolis, and I obtained an Intern position at CVS Pharmacy.</p>

	<p>With this experience, I have encountered multiple IPPE and APPE students at my site and I have identified an interest in precepting in my professional career.</p>		
<p><b>Intercultural Development</b></p>			
<p>Reflect on last year’s action plan and report on your progress.</p> <ul style="list-style-type: none"> <li>• What was your action plan?</li> <li>• Was your action plan effective in meeting your goals? Why or why not? If your action plan was not effective, what would you have done differently and why?</li> </ul>	<p>Last year I made the plan to focus on my intercultural development by attending at least one cultural event in the fall with one of my friends and by reading <i>In Search of Intercultural Understanding</i> by the end of summer break. My plan to attend a cultural event was not effective for meeting my goals because I was not proactive about finding an event and putting it into my schedule. Because of this, my friend and I became overwhelmed with schoolwork and procrastinated attending any event. I now see that I should have made a plan to review available events at the beginning of the semester and to then schedule one to attend for the semester. My plan to read the intercultural book was successful because I made the goal of obtaining the book by the end of May which then provided me plenty of time to read.</p>	<p>Last year I made the plan to focus on my intercultural development by attending at least one cultural event in the fall with one of my friends and by reading <i>In Search of Intercultural Understanding</i> by the end of the summer. I was able to read the book by my deadline, but I did not attend the cultural event.</p>	<p>Last year I made the plan to focus on my intercultural development by attending at least one cultural event in the fall with one of my friends and by reading <i>In Search of Intercultural Understanding</i> by the end of the summer.</p>

<p>What cultural differences have you observed in your fellow students, patients on IPPE or other healthcare workers you have encountered over the past year?</p> <p>How have you reacted to these differences?</p> <p>You took the IDI and created an intercultural learning action plan in your first professional year (PHRM 826/PPL). How do your observations and reactions relate to your IDI and intercultural learning plan?</p>	<p>Over the past year, I have become more aware of the impact various cultural traditions have on diets and fasting. I have one friend who participates in Ramadan and therefore has vastly different eating habits during that time. Additionally, I have another friend that is Catholic and is unable to eat meat on Fridays during Lent. Because I was more mindful of these traditions, I tried to be more intentional with how I planned my own meals or discussed food with them. I found that they were grateful when I refrained from eating in front of them or avoided inviting them to join a meal that they could not partake in. With this, they felt more comfortable sharing their insight on the tradition and why they believe it is important. This experience relates to my intercultural learning plan by exposing me to different cultural traditions and taking them into consideration with my daily actions.</p>	<p>Over the past year, I have become more aware of the impact various cultural traditions have on diets and fasting. I have one friend who participates in Ramadan and therefore has vastly different eating habits during that time. Additionally, I have another friend that is Catholic and is unable to eat meat on Fridays during Lent. I tried not to eat in front of them and they were appreciative.</p>	<p>Over the past year, I have become more aware of the impact various cultural traditions have on diets and fasting. I have one friend who participates in Ramadan and therefore has vastly different eating habits during that time. Additionally, I have another friend that is Catholic and is unable to eat meat on Fridays during Lent.</p>
--	---	--	--

<p><b>Wellness</b></p>			
<p>Reflect on the implementation of your Wellness Action Plan or strategies used to address your wellness over the past year.</p>	<p>One of my primary goals on my Wellness Action Plan was to write in my "Gratitude Journal" for 15 minutes at least 3 times</p>	<p>One of my primary goals on my Wellness Action Plan was to write in my "Gratitude Journal" for 15 minutes at least 3 times a</p>	<p>One of my primary goals on my Wellness Action Plan was to write in my "Gratitude Journal" for 15</p>

<ul style="list-style-type: none"><li>• Describe the goal(s) outlined in your action plan from last year.</li><li>• If you felt your plans went well, what were the strategies used in implementing the plan and why do you feel they were effective? If you felt that your plan did not go well, why do you think that was the case and what would you do differently?</li></ul>	<p>a week. Another one of my goals was to drink 3 liters of water a day with short-term goals of drinking the 1st liter by 11am, drinking the 2<sup>nd</sup> liter by 3pm, and drinking the 3<sup>rd</sup> liter by 7pm. I felt that my action plan for journaling was effective and I was able to accomplish this goal almost every week. I put this activity on my calendar for every Monday, Wednesday, and Friday which helped keep me consistent and create a routine. I also believe that journaling first thing in the morning prevented me from procrastinating and provided a peaceful time for reflection. The goal of drinking 3 liters of water per day has not gone well for me because I typically drink about 1 liter per day. I believe this goal was heavily impacted by the inability to drink in academic buildings which led to it being difficult to meet my short-term goals each day. I also did not invest in a sturdy water bottle that is easy to travel with, so I plan to buy one within the next 2 weeks. I also plan to take advantage of at least 1 break every 2 hours during lectures to go outside and drink water.</p>	<p>week. Another one of my goals was to drink 3 liters of water a day with short-term goals of drinking the 1st liter by 11am, drinking the 2<sup>nd</sup> liter by 3pm, and drinking the 3<sup>rd</sup> liter by 7pm. I felt that my action plan for journaling went well and I was able to accomplish this goal almost every week. I put this activity on my calendar for every Monday, Wednesday, and Friday which helped keep me consistent and create a routine. I journaled first thing in the morning on those days which prevented me from procrastinating and provided a peaceful time for reflection. The goal of drinking 3 liters of water per day did not go well for me and I often only drink about 1 liter per day. I believe this goal was heavily impacted by the inability to drink in academic buildings which led to it being difficult to meet my short-term goals each day. I plan to take more breaks to drink water.</p>	<p>minutes at least 3 times a week. Another one of my goals was to drink 3 liters of water a day by drinking the 1st liter by 11am, drinking the 2<sup>nd</sup> liter by 3pm, and drinking the 3<sup>rd</sup> liter by 7pm.</p>
---	---	---	---

Reflection on Experiences			
<p>What was the <b>most impactful learning experience</b> you had this past year as a pharmacy student and why did you select this experience?</p>	<p>The most impactful learning experience I had this past year was my IPPE rotation at Parkside Pharmacy. I believe this experience was the most impactful because it challenged in me in a variety of ways. Enhancing my drug knowledge, developing my counseling skills, communicating with healthcare professionals, and building patient relationships were all learning experiences that I was exposed to during a short amount of time. It was especially meaningful to me that I was able to succeed and fail in these areas under the mentorship of individuals that were truly invested in my development. I was able to receive feedback from a P4, pharmacists, and peers which provided me with various perspectives as I reflected on my skills and knowledge.</p>	<p>The most impactful learning experience I had this past year was my IPPE rotation at Parkside Pharmacy. I believe this experience was the most impactful because it challenged in me in a variety of ways.</p>	<p>The most impactful learning experience I had this past year was my IPPE rotation at Parkside Pharmacy.</p>

**Appendix 3: P3 Annual Performance Evaluation (APE) Examples**

Reflection Questions	Accomplished	Developing	Novice
<b>Self Awareness</b>			
<p>Reflect on last year’s action plan and report on your progress.</p> <ul style="list-style-type: none"> <li>• What was your action plan?</li> <li>• Was your action plan effective in meeting your goals? Why or why not? If your action plan was not effective, what would you have done differently and why?</li> </ul>	<p>My action plan for last year was to be more intentional about asking for feedback by asking my IPPE preceptor for their thoughts on what I did well and what I did not do well at the end of each week during my rotation. I planned to document this feedback and comprehensively reflect on it at the end of the rotation. Additionally, I planned to start studying 7 days before an exam rather than my usual 5 days in order to allow more time for verbal collaboration with peers. I believe my action plan for receiving feedback during my IPPE rotation was effective because I was able to obtain feedback each week and I reflected on the comments in my journal at the end of the month. I am confident that making a “schedule” for this feedback helped keep me accountable. My action plan for studying was somewhat effective but can be improved. I started studying about 6 days in advance, which helped a bit, but I found that I was still</p>	<p>My action plan for last year was to be more intentional about asking for feedback by asking my IPPE preceptor for their thoughts on what I did well and what I did not do well at the end of each week during my rotation. I planned to document this feedback and comprehensively reflect on it at the end of the rotation. Additionally, I planned to start studying 7 days before an exam rather than my usual 5 days in order to allow more time for verbal collaboration with peers. I believe my action plan for receiving feedback during my IPPE rotation was effective because I was able to obtain feedback each week. My action plan for studying was somewhat effective but can be improved. I started studying about 6 days in advance.</p>	<p>My action plan for last year was to be more intentional about asking for feedback by asking my IPPE preceptor for their thoughts on what I did well and what I did not do well at the end of each week during my rotation. I planned to document this feedback and comprehensively reflect on it at the end of the rotation. Additionally, I planned to start studying 7 days before an exam rather than my usual 5 days in order to allow more time for verbal collaboration with peers.</p>

	<p>cramped for time. I believe this occurred because I did not mark my studying “start date” in my electronic calendar and by the time I realized I needed to study; it was past the 7-day mark. I believe this also was not as effective as possible because I was the only one keeping myself accountable. In the future, I plan to schedule out my studying time, set reminders on my phone, and have a studying accountability partner.</p>		
<p>What have you done during this academic year to better understand how you learn best?</p>	<p>During this academic year, I realized that I learn best when I am challenged to recall information. I started implementing this into my study habits by re-writing information without using my notes. With this, I was feeling more prepared for exams and averaging higher exam scores. This improvement taught me that I am a verbal learner, so I decided to try both speech and writing study methods. I started to prepare for exams by re-writing information for about 3 to 5 days and then would talk through the material with peers for 1 to 2 days. By adding the speech component, I further improved my quiz and exam scores.</p>	<p>During this academic year, I realized that I learn best when I am challenged to recall information. I started to study by re-writing information without notes and talking through material with friends. These techniques helped me do better in class.</p>	<p>I study by re-writing information and that works well for me.</p>

<p>What have you done during this academic year that has not been successful in helping you learn? (i.e.: procrastinating, time management, cramming, re-reading notes, rewatching lectures). What did you learn from this unsuccessful approach?</p>	<p>Over the past academic year, I identified that re-watching lectures is not beneficial in helping me learn. I enjoyed this approach because it allows me to multitask. However, after scoring less than a 75% on two exams where I used re-watching lectures as my main study approach, I realized that an auditory learning style does not help me recall information. After those two exams, I adjusted my study habits and began hand-writing study guides in order to review the material. With this method, I scored an 85% on the next exam.</p>	<p>Over the past academic year, I identified that re-watching lectures is not beneficial in helping me learn. This method allows me to multitask, but I do not do well on exams when I study this way.</p>	<p>Re-watching lectures does not help me learn.</p>
---	--	--	---

**Leadership**  
 Leadership is the ability to lead positive change with or without a formal title. It involves working with others to achieve a common goal through collaboration that draws on the strengths of others, motivating participants to reach the goal, guiding others through the process, and taking responsibility for successfully completing the common goal task or activity (Mark SM, Saenz R. Leadership essentials for pharmacists. In: Chisolm-Burns MA, Vaillancourt AM, Shepherd M, eds. Pharmacy Management, Leadership, Marketing, and Finance (pp. 3–19). Sudbury, MA: Jones and Bartlett; 2011).

<p>Reflect on last year’s action plan and report on your progress.</p> <ul style="list-style-type: none"> <li>• What was your action plan?</li> <li>• Was your action plan effective in meeting your goals? Why or why not? If your action plan was not effective, what would you have done differently and why?</li> </ul>	<p>Last year my action plan for enhancing my leadership skills involved reading <i>The Ideal Team Player</i> by June 30 and <i>Start With Why</i> by July 31. I had a friend that was interested in reading these books as well, so we planned to serve as one another’s accountability partner and Facetime after reading each book to share our thoughts. This action plan was partially</p>	<p>Last year my action plan for enhancing my leadership skills involved reading <i>The Ideal Team Player</i> by June 30 and <i>Start With Why</i> by July 31. I had a friend that was interested in reading these books as well, so we planned to serve as one another’s accountability partner and Facetime after reading each book to share our thoughts. This action plan was partially successful because we were</p>	<p>Last year my action plan for enhancing my leadership skills involved reading <i>The Ideal Team Player</i> by June 30 and <i>Start With Why</i> by July 31. I had a friend that was interested in reading these books as well, so we planned to serve as one another’s accountability partner and Facetime after reading each book to share our thoughts.</p>
---	--	---	---

	<p>successful, and we were both able to read the books by the estimated “due dates.”</p> <p>However, due to our availability, our reflection meeting was slightly delayed. I believe having a partner and creating a timeline for this goal allowed me to stay on track. Looking back, I would have been more proactive about scheduling a time to discuss the books with my friend.</p>	<p>both able to read the books by the estimated “due dates” but did not meet up when we intended to.</p>	
<p>How has your view of what makes an effective leader changed over time and how have your leadership experiences influenced this view?</p>	<p>A couple of years ago, I believed an effective leader was simply an individual that was able to lead a team and meet the goals that the team has. Over time, my view has shifted so that I now believe an effective leader is an individual that leads a team by building relationships with their members, assessing the goals of each individual, and by reflecting on the strengths and weakness of themselves, their colleagues, and the collective group. I believe that leading is more about giving people something to run towards instead of something to run from. I first witnessed this leadership style as a member of an organization. The president started off the school year by having one-on-one</p>	<p>A couple of years ago, I believed an effective leader was simply an individual that was able to lead a team and meet the goals that the team has. Over time, my view has shifted so that I now believe that an effective leader is an individual that leads a team by having relationships with their members, assessing the goals of each individual, and by reflecting on the strengths and weakness of themselves, their colleagues, and the collective group. I believe that leading is more about giving people something to run towards instead of something to run from. I developed this mentality from various roles within organizations.</p>	<p>A couple of years ago, I believed an effective leader was simply an individual that was able to lead a team and meet the goals that the team has. Over time, my view has shifted so that I now believe that an effective leader is an individual that leads a team by having relationships with their members, assessing the goals of each individual, and by reflecting on the strengths and weakness of themselves, their colleagues, and the collective group. I believe that leading is more about giving people something to run towards instead of something to run from.</p>

	<p>meetings with each member in order to establish a relationship with those they were serving. I also developed this change in mentality through my role as a General Manager within College Mentors for Kids. I found that my students were more willing to listen and work with me when I first showed them that I was invested in them as a person.</p>		
<p>Provide an example from this past year where you have used your leadership skills to bring about positive change.</p>	<p>Over this past year, I have served in a role within a professional pharmacy fraternity that handles an area of the organization that most members do not understand. One of my primary goals for the year was to increase the awareness of this Achievement Award Program by helping members understand why it is so crucial to the organization. With this goal, I created a presentation that explained the components of the program and its purpose. Within the presentation, I used my personable communication skills to explain how my role allows me to serve members of the organization by displaying their accomplishments and how I can further improve with the assistance from others.</p>	<p>Over this past year, I have served in a role within a professional pharmacy fraternity that handles an area of the organization that most members do not understand. One of my primary goals for the year was to increase the awareness of this Achievement Award Program by helping members understand why it is so crucial to the organization. With this goal, I created a presentation that explained the components of the program and its purpose. Within the presentation, I used my personable communication skills to explain how my role allows me to serve members of the organization by displaying their accomplishments and how I can further improve with the assistance from others. This presentation helped them see</p>	<p>Over this past year, I have served in a role within a professional pharmacy fraternity that handles an area of the organization that most members do not understand. One of my primary goals for the year was to increase the awareness of this Achievement Award Program by helping members understand why it is so crucial to the organization. With this goal, I created a presentation that explained the components of the program and its purpose. Within the presentation, I used my personable communication skills to explain how my role allows me to serve members of the organization by</p>

	<p>After the presentation, various members of the organization were more willing to complete tasks and to assist me with various projects. I felt that they had a better sense of the purpose behind my actions and how their contribution fits into the big picture. This change in mentality changed the value of the program that sits at the core of the organization.</p>	<p>where I was coming from and made them more willing to help.</p>	<p>displaying their accomplishments and how I can further improve with the assistance from others.</p>
<p>What leadership skills have you developed during your time in pharmacy school and how will they help you succeed on APPE rotations?</p>	<p>During my time in pharmacy school, I have developed my ability to self-reflect and provide constructive criticism. I believe both skills will be crucial for my development during APPE rotations. My ability to self-reflect will allow me to identify areas for growth and note areas of strength in order to continuously set new goals for each rotation. With this reflection, I will be able to collaborate with preceptors to identify activities and experiences that will most benefit me during this time of professional growth. My ability to provide constructive criticism will allow me to communicate concerns with my preceptors in a constructive manner. Rather than staying silent when a preceptor or a rotation does not meet</p>	<p>During my time in pharmacy school, I have developed my ability to self-reflect and provide constructive criticism. I believe both skills will be crucial for my development during APPE rotations. I believe these skills will help me communicate with preceptors on rotations.</p>	<p>During my time in pharmacy school, I have developed my ability to self-reflect and provide constructive criticism. I believe both skills will be crucial for my development during APPE rotations.</p>

	<p>expectations or providing comments that do not stimulate change, I will be able to politely communicate my concerns and how I believe things could be adjusted.</p>		
--	--	--	--

**Professionalism**  
 Professionalism in pharmacy is defined as demonstrating the traits of a professional, which include: knowledge and skills of pharmacy practice, commitment to self-improvement, oriented toward service to others, taking pride in the profession, developing trusting relationships with patients, accountability for your work, and ethically sound decision-making (APhA-ASP and AACP Council of Deans, White Paper on Pharmacy Student Professionalism, 1999).

<p>Reflect on last year’s action plan and report on your progress.</p> <ul style="list-style-type: none"> <li>• What was your action plan?</li> <li>• Was your action plan effective in meeting your goals? Why or why not? If your action plan was not effective, what would you have done differently and why?</li> </ul>	<p>My action plan for professionalism last year included a goal of obtaining a pharmacy-related job by the end of June. Additionally, I planned to volunteer for 2 hours at least once a month at the Lafayette Transitional Housing Center. I believe my plan for obtaining a job was effective because I was hired at Walgreens Pharmacy at the end of May and was able to work about 20 hours a week during the summer. I believe my proactiveness in applying for Intern positions by the end of April helped ensure that all necessary materials were</p>	<p>My action plan for professionalism last year included a goal of obtaining a pharmacy-related job by the end of June. I believe my plan for obtaining a job was effective because I was hired at Walgreens Pharmacy at the end of May and was able to work about 20 hours a week during the summer.</p>	<p>My action plan for professionalism last year included a goal of obtaining a pharmacy-related job by the end of June.</p>
---	--	---	---

	<p>obtained for my application so that I was able to start by my “deadline.” Because I started a new job, my plan for volunteering was not as effective as I had hoped. I had set a goal for a certain number of hours, but I did not make a schedule for when I would volunteer. Because of this, I found that I often chose to work rather than volunteer which led to me procrastinating. Looking back, I would have scheduled volunteering for the first weekend of every month that way it was built into my schedule and could be easily integrated into the school year.</p>		
<p>List <b>two or more</b> activities from the past year that have contributed to your growth as a professional? Explain how the activities you listed have helped you to grow as a professional. (i.e.: things you learned or have done in class, lab or work)</p>	<p>In August, I obtained an Intern position with CVS Pharmacy. This experience has helped me grow professionally by improving my ability to communicate with patients and collaborate with other healthcare professionals. Prior to obtaining this position, I had not utilized motivational interviewing outside of the didactic setting, but with various patient encounters, I have been able to practice this communication style to better serve my patients. I was also able to improve my</p>	<p>In August, I obtained an Intern position with CVS Pharmacy. This experience has helped me grow professionally by improving my ability to communicate with patients and collaborate with other healthcare professionals.</p>	<p>Over the past year, I have worked at CVS pharmacy and I have learned various things about professionalism in lab.</p>

	<p>professional abilities through a lab activity that focused on problem prioritization. This activity enhanced my time management skills in both my personal and professional life which has improved my dependability with assignments and team projects.</p>		
<p><b>Career Planning</b></p>			
<p>Reflect on last year’s action plan and report on your progress.</p> <ul style="list-style-type: none"> <li>• What was your action plan?</li> <li>• Was your action plan effective in meeting your goals? Why or why not? If your action plan was not effective, what would you have done differently and why?</li> </ul>	<p>For last year’s action plan I stated that I would shadow an Internal Medicine Pharmacist for at least 4 hours by the end of June. Additionally, I planned to have a list of 40 APPE rotations that I would be interested in completing during my P4 year by the end of October. My plan to shadow an Internal Medicine Pharmacist was partially effective. I was able to shadow a pharmacist but because I did not start reaching out to hospitals until the beginning of June, I was not able to shadow until July. Looking back, I would have been more mindful of the pharmacists’ schedules and would have set a goal to reach out to hospitals by the end of April to schedule my experience way in advance. My plan to make a list of APPE rotations was successful and I felt fully prepared to rank</p>	<p>For last year’s action plan I stated that I would shadow an Internal Medicine Pharmacist for at least 4 hours by the end of June. Additionally, I planned to have a list of 40 APPE rotations that I would be interested in completing during my P4 year by the end of October. My plan to shadow an Internal Medicine Pharmacist was partially effective. I was able to shadow a pharmacist but not until July.</p>	<p>For last year’s action plan I stated that I would shadow an Internal Medicine Pharmacist for at least 4 hours by the end of June. Additionally, I planned to have a list of 40 APPE rotations that I would be interested in completing during my P4 year by the end of October</p>

	<p>rotations when the time came. I believe setting a firm deadline helped keep the task towards the forefront of my mind to ensure that it was not lost behind didactic work.</p>		
<p>Specifically, what have you done this past academic year to plan for your career after pharmacy school? (i.e.: consider your responses above and outline what you have learned from those experiences)</p>	<p>In the fall, I was able to shadow a pediatric pharmacist at Ascension St. Vincent Hospital in Indianapolis. By observing clinical rounds and the interprofessional collaboration, this experience piqued my interest in the inpatient setting. However, I identified that I did not enjoy weight-based dosing, so I plan to shadow an internal medicine pharmacist this spring. I have also planned for my career after pharmacy school by obtaining an Intern position with CVS Pharmacy. This experience has allowed me to explore my interest in community-based pharmacy and build mentor relationships. I recognize that having mentors will allow me to seek advice and learn from individuals that are invested in my growth. With this experience, I have encountered multiple IPPE and APPE students at my site and I have identified an interest in precepting in my professional career.</p>	<p>I shadowed a pediatric pharmacist at Ascension St. Vincent Hospital in Indianapolis, and I obtained an Intern position at CVS Pharmacy. These experiences helped me figure out what area of pharmacy I like and which ones I do not.</p>	<p>I shadowed a pediatric pharmacist at Ascension St. Vincent Hospital in Indianapolis, and I obtained an Intern position at CVS Pharmacy.</p>

<p>Reflect on last year’s action plan and report on your progress.</p> <ul style="list-style-type: none"> <li>• What was your action plan?</li> <li>• Was your action plan effective in meeting your goals? Why or why not? If your action plan was not effective, what would you have done differently and why?</li> </ul>	<p>Last year I made the plan to focus on my intercultural development by attending at least one cultural event in the fall with one of my friends and by reading <i>In Search of Intercultural Understanding</i> by the end of the summer. My plan to attend a cultural event was not effective for meeting my goals because I was not proactive about finding an event and putting it into my schedule. Because of this, my friend and I became overwhelmed with schoolwork and procrastinated attending any event. I now see that I should have made a plan to review available events at the beginning of the semester and then choose one to attend for the semester. My plan to read the intercultural book was successful because I made the goal of obtaining the book by the end of May which then provided me plenty of time to read.</p>	<p>Last year I made the plan to focus on my intercultural development by attending at least one cultural event in the fall with one of my friends and by reading <i>In Search of Intercultural Understanding</i> by the end of the summer. I was able to read the book by my deadline, but I did not attend the cultural event.</p>	<p>Last year I made the plan to focus on my intercultural development by attending at least one cultural event in the fall with one of my friends and by reading <i>In Search of Intercultural Understanding</i> by the end of the summer.</p>
<p>When reviewing the cultural continua in you Intercultural Studies laboratory in PHRM 861, what differences did you observe when working with your partners? How can cultural differences impact team dynamics?</p>	<p>When working with my partners, I observed that some of us had different values than others and with that, had different forms of communication. Because each individual brought a unique background to the team, they</p>	<p>When working with my partners, I observed that some of us had different values than others and with that, had different forms of communication. Because each individual brought a unique background to the team, they</p>	<p>In lab we learned about cultural differences and I can see how it would be important to the team setting.</p>

	<p>were able to communicate and empathize in unique ways as well. Cultural differences have the ability to draw wedges within a team if the team allows it. In a team setting it is important to be open-minded to cultural differences and gain an understanding of the different perspectives within the team. Cultural differences can also make members feel excluded if their values are not understood.</p>	<p>were able to communicate and empathize in unique ways as well.</p>	
--	---	---	--

**Wellness**

<p>Reflect on the implementation of your Wellness Action Plan or strategies used to address your wellness over the past year.</p> <ul style="list-style-type: none"> <li>• Describe the goal(s) outlined in your action plan from last year.</li> <li>• If you felt your plans went well, what were the strategies used in implementing the plan and why do you feel they were effective? If you felt that your plan did not go well, why do you think that was the case and what would you do differently?</li> </ul>	<p>One of my primary goals on my Wellness Action Plan was to write in my “Gratitude Journal” for 15 minutes at least 3 times a week. Another one of my goals was to drink 3 liters of water a day with short-term goals of drinking the 1st liter by 11am, drinking the 2<sup>nd</sup> liter by 3pm, and drinking the 3<sup>rd</sup> liter by 7pm. I felt that my action plan for journaling was effective and I was able to accomplish this goal almost every week. I put this activity on my calendar for every Monday, Wednesday, and Friday which helped keep me consistent and create a routine. I also believe that journaling first thing in the morning prevented me from</p>	<p>One of my primary goals on my Wellness Action Plan was to write in my “Gratitude Journal” for 15 minutes at least 3 times a week. Another one of my goals was to drink 3 liters of water a day with short-term goals of drinking the 1st liter by 11am, drinking the 2<sup>nd</sup> liter by 3pm, and drinking the 3<sup>rd</sup> liter by 7pm. I felt that my action plan for journaling went well and I was able to accomplish this goal almost every week. I put this activity on my calendar for every Monday, Wednesday, and Friday which helped keep me consistent and create a routine. I journaled first thing in the morning on those days which prevented me from procrastinating and provided a</p>	<p>One of my primary goals on my Wellness Action Plan was to write in my “Gratitude Journal” for 15 minutes at least 3 times a week. Another one of my goals was to drink 3 liters of water a day by drinking the 1st liter by 11am, drinking the 2<sup>nd</sup> liter by 3pm, and drinking the 3<sup>rd</sup> liter by 7pm.</p>
--	---	---	--

	<p>procrastinating and provided a peaceful time for reflection. The goal of drinking 3 liters of water per day has not gone well for me because I typically drink about 1 liter per day. I believe this goal was heavily impacted by the inability to drink in academic buildings which led to it being difficult to meet my short-term goals each day. I also did not invest in a sturdy water bottle that is easy to travel with, so I plan to buy one within the next 2 weeks. I also plan to take advantage of at least 1 break every 2 hours during lectures to go outside and drink water.</p>	<p>peaceful time for reflection. The goal of drinking 3 liters of water per day did not go well for me and I often only drink about 1 liter per day. I believe this goal was heavily impacted by the inability to drink in academic buildings which led to it being difficult to meet my short-term goals each day. I plan to take more breaks to drink water.</p>	
--	--	--	--

Reflection on Experiences

<p>What was the <b>most impactful learning experience</b> you had this past year as a pharmacy student and why did you select this experience?</p>	<p>The most impactful learning experience I had this past year was my IPPE rotation at Eskenazi Health. I believe this experience was the most impactful because it challenged me in a variety of ways. Enhancing my drug knowledge, developing my counseling skills, communicating with healthcare professionals, and building patient relationships were all learning experiences that I was exposed to during a short amount of time. It was especially meaningful to me that I was able to succeed and</p>	<p>The most impactful learning experience I had this past year was my IPPE rotation at Eskenazi Health. I believe this experience was the most impactful because it challenged me in a variety of ways.</p>	<p>The most impactful learning experience I had this past year was my IPPE rotation at Eskenazi Health.</p>
--	--	---	---

	<p>fail in these areas under the mentorship of individuals that were truly invested in my development. I was able to receive feedback from a PGY1 resident, pharmacists, and peers which provided me with various perspectives as I reflected on my skills and knowledge.</p>		
--	---	--	--