

P2 Annual Performance Evaluation (APE) Rubric

Reflection Questions	Accomplished	Developing	Novice
Self Awareness			
<p>Reflect on last year’s action plan (Summer 2022 – present) and report on your progress.</p> <ul style="list-style-type: none"> • What was your action plan? • 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? 	<p>Reflects and reports on one or more of the activities from last year’s action plan AND describes the effectiveness of the plan</p>	<p>Reflects and reports on at least one of the activities from last year’s action plan, BUT provides minimal description of the effectiveness of the plan</p>	<p>Does not reflect and/or report on any activities from last year’s action plan OR provides no description of the effectiveness of the plan</p>
<p>What have you done during this academic year (Summer 2022 – present) to better understand how you learn best? How are you ensuring that you are retaining what have you learned in your courses thus far? Consider reflecting on the transition to the 12 week semester and the adjustments that you made as a result.</p>	<p>Identifies one or more activities that were successful in facilitating learning AND provides evidence regarding learning from the experience</p>	<p>Identifies one or more activities that were successful in facilitating learning, BUT provides minimal evidence of learning from the experience</p>	<p>Does not identify an activity OR provides no evidence of learning from the experience</p>
<p>What have you done during this academic year (Summer 2022 – present) 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? If applicable, consider commenting on your transition to the 12 week semester. Looking back, would you have done differently to adjust to the 12 week semester?</p>	<p>Identifies one or more activities that were not successful in facilitating learning AND provides evidence regarding learning from the experience</p>	<p>Identifies one or more activities that were not successful in facilitating learning, BUT provides minimal evidence of learning from the experience</p>	<p>Does not identify an activity OR provides no evidence of learning from the experience</p>
<ul style="list-style-type: none"> • What is your action plan for the upcoming year (Summer 2023 – Spring 2024) in terms of what you intend to do to further understand your strengths and weaknesses to enhance your learning and academic performance? Consider commenting how you plan to retain and reinforce the information you have learned thus far in the curriculum as a part of your response, as well as any other adjustments you plan to make. • How will it enhance your learning? • Goals in the action plan should be SMART (Specific, Measurable, Achievable, Relevant, Time-Bound). 	<p>Describes at least one specific activity in detail AND goal(s) are written in a “SMART” format</p>	<p>Describes at least one specific activity, BUT with minimal explanation OR goal(s) are not written in a “SMART” format</p>	<p>Does not describe a specific activity OR provide goal(s)</p>
Leadership			
<p>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</p>			

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)			
Reflect on last year’s action plan (Summer 2022 – present) and report on your progress. <ul style="list-style-type: none"> • What was your action plan? • 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? 	Reflects and reports on one or more of the activities from last year’s action plan AND describes the effectiveness of the plan	Reflects and reports on at least one of the activities from last year’s action plan, BUT provides minimal description of the effectiveness of the plan	Does not reflect and/or report on any activities from last year’s action plan OR provides no description of the effectiveness of the plan
What unique skills do you use in a group setting and how can you use this quality to develop into a better leader?	Identifies at least one skill AND explains how to use it to further develop leadership ability	Identifies at least one skill, BUT provides minimal explanation how to use it to further develop leadership ability	Does not identify skills OR provides no explanation how to use it to further develop leadership ability
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?	Identifies an experience AND explains why it was meaningful to leadership development	Identifies an experience, BUT provides minimal explanation why it was meaningful to leadership development	Does not identify an experience OR does not explain why the experience was meaningful to leadership development
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.	Identifies a group conflict AND explains helpful and/or detrimental approaches to resolve conflict in a group	Identifies a group conflict, BUT provides minimal explanation about helpful and/or detrimental approaches to resolve conflict in a group	Does not identify a group conflict OR does not explain helpful or detrimental approaches to resolve conflict in a group
<ul style="list-style-type: none"> • What is your action plan for the upcoming year (Summer 2023 – Spring 2024) in terms of what you intend to do to further develop your leadership skills? • How will it enhance your leadership skills? • Goals in the action plan should be SMART (Specific, Measurable, Achievable, Relevant, Time-Bound). 	Describes at least one specific activity in detail AND goal(s) are written in a “SMART” format	Describes at least one specific activity, BUT with minimal explanation OR goal(s) are not written in a “SMART” format	Does not describe a specific activity OR provide goal(s)
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).			
Reflect on last year’s action plan (Summer 2022 – present) and report on your progress. <ul style="list-style-type: none"> • What was your action plan? • 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? 	Reflects and reports on one or more of the activities from last year’s action plan AND describes the effectiveness of the plan	Reflects and reports on at least one of the activities from last year’s action plan, BUT provides minimal description of the effectiveness of the plan	Does not reflect and/or report on any activities from last year’s action plan OR provides no description of the effectiveness of the plan

List two or more activities from the past year (Summer 2022 – present) 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)	Identifies two or more experiences AND explains how they have contributed to professional growth	Identifies one experience OR provides minimal explanation on how they contributed to professional growth	Does not identify an experience OR provides no explanation of how any experiences contributed to professional growth
<ul style="list-style-type: none"> • What is your action plan for the upcoming year (Summer 2023 – Spring 2024) in terms of what you intend to do to further develop yourself as a professional? • How will it enhance your growth as a professional? • Goals in the action plan should be SMART (Specific, Measurable, Achievable, Relevant, Time-Bound). 	Describes at least one specific activity in detail AND goal(s) are written in a “SMART” format	Describes at least one specific activity, BUT with minimal explanation OR goal(s) are not written in a “SMART” format	Does not describe a specific activity OR provide goal(s)
Career Planning			
Reflect on last year’s action plan (Summer 2022 – present) and report on your progress. <ul style="list-style-type: none"> • What was your action plan? • 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? 	Reflects and reports on one or more of the activities from last year’s action plan AND describes the effectiveness of the plan	Reflects and reports on at least one of the activities from last year’s action plan, BUT provides minimal description of the effectiveness of the plan	Does not reflect and/or report on any activities from last year’s action plan OR provides no description of the effectiveness of the plan
Specifically, what have you done this past academic year (Summer 2022 – present) to plan for your career after pharmacy school? (i.e.: consider your responses above and outline what you have learned from those experiences)	Describes two or more activities AND provides evidence of learning from experiences	Describes one activity OR provides minimal evidence of learning from experience(s) with respect to their influence on post-graduation planning	Does not describe activities to explore career options beyond course work
<ul style="list-style-type: none"> • What is your action plan for the upcoming year (Summer 2023 – Spring 2024) in terms of what you intend to do to further develop your career planning and preparation? • How will it contribute to your career planning and preparation? • Goals in the action plan should be SMART (Specific, Measurable, Achievable, Relevant, Time-Bound). 	Describes at least one specific activity in detail AND goal(s) are written in a “SMART” format	Describes at least one specific activity, BUT with minimal explanation OR goal(s) are not written in a “SMART” format	Does not describe a specific activity OR provide goal(s)
Intercultural Development			
Reflect on last year’s action plan (Summer 2022 – present) and report on your progress. <ul style="list-style-type: none"> • What was your action plan? • 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? 	Reflects and reports on one or more of the activities from last year’s action plan AND describes the effectiveness of the plan	Reflects and reports on at least one of the activities from last year’s action plan, BUT provides minimal description of the effectiveness of the plan	Does not reflect and/or report on any activities from last year’s action plan OR provides no description of the effectiveness of the plan

<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/PSL). How do your observations and reactions relate to your IDI and intercultural learning plan?</p>	<p>Identifies any cultural difference observed or explored AND explains in detail any personal observations they have made about how they have reacted to differences noted in others</p>	<p>Identifies a cultural difference they have observed, BUT provides minimal explanation on reaction to differences noted in others</p>	<p>Does not identify any cultural difference observed or explored OR provides no explanation on reaction to differences noted in others</p>
<ul style="list-style-type: none"> • Based on what you have learned, what is your action plan (Summer 2023 – Spring 2024) to continue growing in your ability to work across differences between yourself and others? Consider ways that you can learn more about yourself, as well as others. • How will it contribute to your ability to work across difference between yourself and others? • Goals in the action plan should be SMART (Specific, Measurable, Achievable, Relevant, Time-Bound). 	<p>Describes at least one specific activity in detail AND goal(s) are written in a “SMART” format</p>	<p>Describes at least one specific activity, BUT with minimal explanation OR goal(s) are not written in a “SMART” format</p>	<p>Does not describe a specific activity OR provide goal(s)</p>
<p>Wellness</p>			
<p>Reflect on the implementation of your Wellness Action Plan or strategies used to address your wellness over the past year (from last year’s APE and/or the one completed for lab in Fall 2022).</p> <ul style="list-style-type: none"> • Describe the goal(s) outlined in your action plan from last year (from last year’s APE and/or the one completed for lab in Fall 2022). • 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? 	<p>Identifies why strategies were effective or ineffective AND explains how effective strategies can be continued or ineffective strategies should be changed</p>	<p>Identifies why strategies were effective or ineffective, BUT provide minimal explanation on how effective strategies can be continued or ineffective strategies should be changed</p>	<p>Does not identify why strategies were effective or ineffective OR provides no explanation of how effective strategies can be continued or ineffective strategies should be changed</p>
<ul style="list-style-type: none"> • What is your action plan (Summer 2023 – Spring 2024) 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). 	<p>Describes at least one specific activity in detail AND goal(s) are written in a “SMART” format</p>	<p>Describes at least one specific activity, BUT with minimal explanation OR goal(s) are not written in a “SMART” format</p>	<p>Does not describe a specific activity OR provide goal(s)</p>
<p>Reflection on Experiences</p>			

What was the most impactful learning experience you had this past year as a pharmacy student and why did you select this experience?	Identifies impactful learning experience AND explains the value of this learning experience	Identifies impactful learning experience, BUT provides minimal explanation of the value of the learning experience	Does not identify impactful learning experience OR provides no explanation of the value of the experience
Faculty Evaluation of Student's Professional Growth			
Overall, the student has progressed professionally over the past year.	Student provides evidence of engagement in multiple professional growth activities AND describes the impact on learning and professional growth in detail	Student provides evidence of engagement in multiple professional growth activities, BUT reflection lack depth and detail in regards to the impact on learning or professional growth	Student engaged in no or few professional growth activities
CV Evaluation	Student's CV included two or more activities from the past year	Student's CV included one activity from the past year	Student's CV did not include any activities from the past year