

### P3 Annual Performance Evaluation (APE) Rubric

Reflection Questions	Accomplished	Developing	Novice
<b>Self Awareness</b>			
Reflect on last year’s action plan (Summer 2022 – present) and report on your progress. <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>	Reflects and reports on one or more of the activities from last year’s action plan <b>AND</b> describes the effectiveness of the plan	Reflects and reports on at least one of the activities from last year’s action plan, <b>BUT</b> provides <b>minimal</b> description of the effectiveness of the plan	Does not reflect and/or report on any activities from last year’s action plan <b>OR</b> provides no description of the effectiveness of the plan
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?	Identifies one or more activities that were successful in facilitating learning <b>AND</b> provides evidence regarding learning from the experience	Identifies one or more activities that were successful in facilitating learning, <b>BUT</b> provides <b>minimal</b> evidence of learning from the experience	Does not identify an activity <b>OR</b> provides no evidence of learning from the experience
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? What adjustments do you plan to make as a result of what you learned?	Identifies one or more activities that were not successful in facilitating learning <b>AND</b> provides evidence regarding learning from the experience	Identifies one or more activities that were not successful in facilitating learning, <b>BUT</b> provides <b>minimal</b> evidence of learning from the experience	Does not identify an activity <b>OR</b> provides no evidence of learning from the experience
<ul style="list-style-type: none"> <li>• 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 how you plan to address any knowledge gaps that may occur during your rotation year and/or how you will prepare for the NAPLEX and MPJE as a part of your response.</li> <li>• How will it enhance your learning?</li> <li>• Goals in the action plan should be SMART (Specific, Measurable, Achievable, Relevant, Time-Bound).</li> </ul>	Describes at least one specific activity in detail <b>AND</b> goal(s) are written in a <b>“SMART”</b> format	Describes at least one specific activity, <b>BUT</b> with <b>minimal</b> explanation <b>OR</b> goal(s) are not written in a <b>“SMART”</b> format	Does not describe a specific activity <b>OR</b> provide goal(s)
<b>Leadership</b> 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 (Summer 2022 – present) 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>Reflects and reports on one or more of the activities from last year’s action plan <b>AND</b> describes the effectiveness of the plan</p>	<p>Reflects and reports on at least one of the activities from last year’s action plan, <b>BUT</b> provides <b>minimal</b> description of the effectiveness of the plan</p>	<p>Does not reflect and/or report on any activities from last year’s action plan <b>OR</b> provides no description of the effectiveness of the plan</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>Identifies how view of an effective leader has evolved <b>AND</b> explains in detail the influence of leadership experiences on this view</p>	<p>Identifies how view of an effective leader has evolved, <b>BUT</b> provides <b>minimal</b> explanation on the influence of leadership experiences on this view</p>	<p>Does not Identify how view of an effective leader has evolved <b>OR</b> provides no explanation on the influence of leadership experiences on this view</p>
<p>Provide an example from this past year where you have used your leadership skills to bring about positive change.</p>	<p>Identifies an example <b>AND</b> explains in detail why the experience brought about positive change.</p>	<p>Identifies an example, <b>BUT</b> provides <b>minimal</b> explanation on why the experience brought about positive change.</p>	<p>Does not Identify an example <b>OR</b> provides no explanation on why the experience brought about positive change.</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>Identifies one skill <b>AND</b> explains in detail why the skill will help with success during APPEs</p>	<p>Identifies one skill, <b>BUT</b> provides minimal explanation on why the skill will help with success during APPEs</p>	<p>Does not identify a skill <b>OR</b> provides no explanation on why the skill will help with success during APPEs</p>
<ul style="list-style-type: none"> <li>• 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?</li> <li>• How will it enhance your leadership skills?</li> <li>• Goals in the action plan should be SMART (Specific, Measurable, Achievable, Relevant, Time-Bound).</li> </ul>	<p>Describes at least one specific activity in detail <b>AND</b> goal(s) are written in a <b>“SMART”</b> format</p>	<p>Describes at least one specific activity, <b>BUT</b> with <b>minimal</b> explanation <b>OR</b> goal(s) are not written in a <b>“SMART”</b> format</p>	<p>Does not describe a specific activity <b>OR</b> provide goal(s)</p>
<p><b>Professionalism</b></p> <p>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>			
<p>Reflect on last year’s action plan (Summer 2022 – present) 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>Reflects and reports on one or more of the activities from last year’s action plan <b>AND</b> describes the effectiveness of the plan</p>	<p>Reflects and reports on at least one of the activities from last year’s action plan, <b>BUT</b> provides <b>minimal</b> description of the effectiveness of the plan</p>	<p>Does not reflect and/or report on any activities from last year’s action plan <b>OR</b> provides no description of the effectiveness of the plan</p>

List <b>two or more</b> 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 <b>two or more</b> experiences <b>AND</b> explains how they have contributed to professional growth	Identifies <b>one</b> experience <b>OR</b> provides <b>minimal</b> explanation on how they contributed to professional growth	Does not identify an experience <b>OR</b> provides no explanation of how any experiences contributed to professional growth
<ul style="list-style-type: none"> <li>• 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?</li> <li>• How will it enhance your growth as a professional?</li> <li>• Goals in the action plan should be SMART (Specific, Measurable, Achievable, Relevant, Time-Bound).</li> </ul>	Describes at least one specific activity in detail <b>AND</b> goal(s) are written in a <b>“SMART”</b> format	Describes at least one specific activity, <b>BUT</b> with <b>minimal</b> explanation <b>OR</b> goal(s) are not written in a <b>“SMART”</b> format	Does not describe a specific activity <b>OR</b> provide goal(s)
<b>Career Planning</b>			
Reflect on last year’s action plan (Summer 2022 – present) and report on your progress. <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>	Reflects and reports on one or more of the activities from last year’s action plan <b>AND</b> describes the effectiveness of the plan	Reflects and reports on at least one of the activities from last year’s action plan, <b>BUT</b> provides <b>minimal</b> description of the effectiveness of the plan	Does not reflect and/or report on any activities from last year’s action plan <b>OR</b> 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 <b>two or more</b> activities <b>AND</b> provides evidence of learning from experiences	Describes <b>one</b> activity <b>OR</b> provides <b>minimal</b> 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"> <li>• 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?</li> <li>• How will it contribute to your career planning and preparation?</li> <li>• Goals in the action plan should be SMART (Specific, Measurable, Achievable, Relevant, Time-Bound).</li> </ul>	Describes at least one specific activity in detail <b>AND</b> goal(s) are written in a <b>“SMART”</b> format	Describes at least one specific activity, <b>BUT</b> with <b>minimal</b> explanation <b>OR</b> goal(s) are not written in a <b>“SMART”</b> format	Does not describe a specific activity <b>OR</b> provide goal(s)
<b>Intercultural Development</b>			
Reflect on last year’s action plan (Summer 2022 – present) and report on your progress. <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>	Reflects and reports on one or more of the activities from last year’s action plan <b>AND</b> describes the effectiveness of the plan	Reflects and reports on at least one of the activities from last year’s action plan, <b>BUT</b> provides <b>minimal</b> description of the effectiveness of the plan	Does not reflect and/or report on any activities from last year’s action plan <b>OR</b> provides no description of the effectiveness of the plan

<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>Describes the cultural continua difference(s) observed within their team <b>AND</b> articulates specific ways in which cultural difference impacts team dynamics</p>	<p>Shares a cultural difference they have observed, <b>BUT</b> doesn't discuss any differences that could be encountered when working with a team <b>OR</b> only states how cultural differences can impact a team, <b>BUT</b> doesn't share a specific cultural continua difference they observed</p>	<p>Does not describe any cultural difference they have observed <b>AND</b> does not articulate any ways in which cultural differences impact team dynamics</p>
<ul style="list-style-type: none"> <li>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.</li> <li>How will it contribute to your ability to work across difference between yourself and others?</li> <li>Goals in the action plan should be SMART (Specific, Measurable, Achievable, Relevant, Time-Bound).</li> </ul>	<p>Describes at least one specific activity in detail <b>AND</b> goal(s) are written in a <u>"SMART"</u> format</p>	<p>Describes at least one specific activity, <b>BUT</b> with <u>minimal</u> explanation <b>OR</b> goal(s) are not written in a <u>"SMART"</u> format</p>	<p>Does not describe a specific activity <b>OR</b> provide goal(s)</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 (from last year's APE and/or the one completed for lab in Fall 2022).</p> <ul style="list-style-type: none"> <li>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).</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>Identifies why strategies were effective or ineffective <b>AND</b> explains how effective strategies can be continued or ineffective strategies should be changed</p>	<p>Identifies why strategies were effective or ineffective, <b>BUT</b> provide <u>minimal</u> 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 <b>OR</b> provides no explanation of how effective strategies can be continued or ineffective strategies should be changed</p>
<ul style="list-style-type: none"> <li>What is your action plan (Summer 2023 – Spring 2024) to address your wellness?</li> <li>How will the plan specifically address your stressors or improve your wellness?</li> <li>Goals in the action plan should be SMART (Specific, Measurable, Achievable, Relevant, Time-Bound).</li> </ul>	<p>Describes at least one specific activity in detail <b>AND</b> goal(s) are written in a <u>"SMART"</u> format</p>	<p>Describes at least one specific activity, <b>BUT</b> with <u>minimal</u> explanation <b>OR</b> goal(s) are not written in a <u>"SMART"</u> format</p>	<p>Does not describe a specific activity <b>OR</b> provide goal(s)</p>

Reflection on Experiences			
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?	Identifies impactful learning experience <b>AND</b> explains the value of this learning experience	Identifies impactful learning experience, <b>BUT</b> provides <b>minimal</b> explanation of the value of the learning experience	Does not identify impactful learning experience <b>OR</b> 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 <b>AND</b> describes the impact on learning and professional growth in detail	Student provides evidence of engagement in multiple professional growth activities, <b>BUT</b> 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 <b>two or more activities</b> from the past year	Student's CV included <b>one activity</b> from the past year	Student's CV did not include any activities from the past year