P1 Annual Performance Evaluation (APE) Rubric

Reflection Questions	Accomplished	Developing	Novice
Self Awareness			
What have you done during this academic year (Fall 2021 to present) to better understand how you learn best?	Identifies one or more activities that were successful in facilitating learning **AND** provides evidence regarding learning from the experience	Identifies one or more activities that were successful in facilitating learning, **BUT** provides **minimal** evidence of learning from the experience	Does not identify an activity **OR** provides no evidence of learning from the experience
What have you done during this academic year (Fall 2021 to 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 **AND** provides evidence regarding learning from the experience	Identifies one or more activities that were not successful in facilitating learning, **BUT** provides **minimal** evidence of learning from the experience	Does not identify an activity **OR** provides no evidence of learning from the experience
• What is your action plan for the upcoming year (Summer 2022 – Spring 2023) in terms of what you intend to do to further understand your strengths and weaknesses to enhance your learning and academic performance? Consider reflecting on how you will plan to transition to a 12 week curriculum in the second professional year of the program as a part of your response. • How will it enhance your learning? • 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)
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).			
List **two** personal qualities that make you an effective leader. How do you plan to further develop these qualities?	Identifies **two or more** personal qualities **AND** clearly articulates a plan to further develop them	Identifies **one** personal quality **AND** articulates a plan to further develop it	Does not articulate a plan to further develop any identified personal qualities
What is the most meaningful leadership or team-based experience that you had this past year (Fall 2021 to present) and why?	Identifies a meaningful experience **AND** provides clear	Identifies a meaningful experience, **BUT** provides minimal explanation on why it was meaningful	Does not identify a meaningful experience **OR** does not provide an

	explanation on why it was meaningful		explanation on why it was meaningful
• What is your action plan for the upcoming year (Summer 2022 – Spring 2023) 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).

List two or more activities from the past year (Fall 2021 to 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
• What is your action plan for the upcoming year (Summer 2022 – Spring 2023) 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

Specifically, what have you done this past academic year (Fall 2021 to 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
• What is your action plan for the upcoming year (Summer 2022 – Spring 2023) 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)

What have you learned about yourself this year (Fall 2021 to present) 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)?	Identifies what was learned **AND** explains in detail on how it impacts the student professionally	Identifies what was learned, **BUT** provides **minimal** explanation on how it impacts the student professionally	Does not identify what was learned **OR** provides no explanation of how it impacts the student professionally
• Based on what you have learned, what is your action plan for the upcoming year (Summer 2022 – Spring 2023) to continue growing in your ability to work across difference? Consider ways that you can learn more about yourself, as well as others. • How will it contribute to your ability to work across difference? (This can be related to your IDI development plan.) • 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)
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?	Identifies why strategies were effective or ineffective **AND** explains how effective strategies can be continued or ineffective strategies should be changed	Identifies why strategies were effective or ineffective, **BUT** provide **minimal** explanation on how effective strategies can be continued or ineffective strategies should be changed	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
• What is your action plan for the upcoming year (Summer 2022 – Spring 2023) 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).	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)
Reflection on Experiences			
What was the **most impactful learning experience** you had this past year (Fall 2021 to present) 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 (Fall 2021 to present).	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

Resume or CV	Student's resume/CV included **two or more** from the past year	Student's resume/CV included **one activity** from the past year	Student's resume/CV did not include any activities from the past year