

ASSESSMENT OF A VETERINARIAN HOLDING A RESTRICTED LICENCE

Assessment Date: _____

Restricted Member name: _____

Supervisor's name: _____

Type of practice (check all that apply):

- Food Animal Equine
 Companion Other: (specify) _____

Assessment Areas:

A. Knowledge Base (Basic and Clinical)

- Excellent: Commonly displays knowledge beyond entry level expectations.
 Very Good: Comprehensive knowledge base, recognizes most issues.
 Satisfactory: Displays adequate knowledge, recognizes limitations, and tries to correct them.
 Needs Improvement: Adequate knowledge but does not recognize limitations.
 Unsatisfactory: Lacks basic factual knowledge for adequate knowledge base.

Comments:

B. History Taking / Interview Skills

- Excellent: Comprehensive and consistent questioning, accurate problem identification and further characterization, excellent interview skills
 Very Good: Thorough, logical, and complete collection of information. Elicits subtle historical points.
 Satisfactory: All basic areas covered consistently, some minor limitations recognized and being addressed.
 Needs Improvement: Usually complete but does not recognize limitations in eliciting basic historical points.
 Unsatisfactory: Consistently incomplete history taking, not addressing limitations in conducting interview.

Comments:

C. Physical Examination

- Excellent: Very thorough, well organized, all important findings detected, finds subtle or difficult signs, excellent gentle control of patient
- Very Good: Complete, detects some subtle findings, good restraint and control.
- Satisfactory: Carefully done, most findings detected, recognizes limitations, and tries to correct them.
- Needs Improvement: Usually complete, does not recognize areas that are missed.
- Unsatisfactory: Incomplete, misses obvious findings, major technical deficiencies, rough handling of patient

Comments:

D. Clinical Judgement

- Excellent: Excellent assimilation of facts and breadth of reasoning in interpretation. Exceeds expectations.
- Very Good: Able to integrate complex issues and to develop clear interpretations and next steps.
- Satisfactory: Able to recognize and describe most issues and form next steps correctly. Does have minor limitations and tries to correct them.
- Needs Improvement: Limited assimilation of facts and inconsistent generation of plans, limited awareness of gaps.
- Unsatisfactory: Difficulty generating differential diagnoses, diagnostic and therapeutic plans incomplete and/or not logically derived from data.

Comments:

E. Technical and Procedural Skills

- Excellent: Displays technical expertise beyond entry level expectations
- Very Good: Completes most procedures without difficulty, good understanding of risks and benefits.
- Satisfactory: Completes procedures well, has a reasonable understanding of procedures.
- Needs Improvement: Challenged on some procedures but an adequate knowledge of what is expected.
- Unsatisfactory: Difficulty using proper techniques, inadequate knowledge of procedures.

Comments:

F. In-clinic Patient Care

- Excellent: Exceptionally reliable in meeting responsibilities for organizing, completion, and documenting in-patient care, exceeds entry level expectations. Supportive of other staff in their duties.
- Very Good: Reliable in the completion of in-patient tasks without prompting, comprehensive follow-up, always up to date in tasks and records.
- Satisfactory: Requires minimal prompting with in-patient responsibilities, follows up on any problems
- Needs Improvement: Inconsistent in ability to carry out in-patient responsibilities without reminders and direct oversight but is aware of challenges and trying to address them.
- Unsatisfactory: Expected tasks not completed correctly without frequent direct supervision and prompting.

Comments:

G. Oral Presentation Skills

- Excellent: Clear and well organized, listens well to responses, patient with questions, honest in responses
- Very Good: Clear and well organized in oral communications/discussions, listens well.
- Satisfactory: Clear and well organized in oral communications/discussions.
- Needs Improvement: Occasionally lacks clarity and organization in oral presentations/discussions.
- Unsatisfactory: Lacks clarity and organization in oral presentation/discussion.

Comments:

H. Written Records and Notes

- Excellent: Records are completed following MVMA By-Laws in a timely legible and logical manner with strong documentation of discussions and contacts with owners. Beyond entry level expectations.
- Very Good: Records are clear, complete and follow MVMA By-Laws.
- Satisfactory: Records are complete and follow MVMA By-Laws,
- Needs Improvement: Records follow MVMA By-Laws but are not always timely or complete

Unsatisfactory: Records do not follow MVMA By-Laws

Comments:

I. Interpersonal Skills (Client/Practice Team)

Excellent: Attentive, composed and expressive in verbal and non-verbal communications with both clients and practice teams. Clear explanations, exceeding entry level standards.

Very Good: Strong verbal and non-verbal connections with clients and practice teams. Skill set is beyond entry level standard but inconsistently applied.

Satisfactory: Effective verbal and non-verbal skills in relating to clients and practice team.

Needs Improvement: Inconsistent communications that occasionally result in a negative impression or miscommunication.

Unsatisfactory: Awkward when communicating and often results in a negative impression.

Comments:

J. Self-directed Learning / Initiative / Motivation

Excellent: Experienced and competent in self-directed learning. Needs no guidance or support. A very motivated learner who sets and achieves goals regularly.

Very Good: Sets attainable goals and follows through. Follows-up quickly when a gap in information is self-identified.

Satisfactory: Motivated to set appropriate goals to advance but occasionally needs direction to be effective. Follows up on all recommended reading and remains current.

Needs Improvement: Inconsistent goal setting and monitoring of progress. Occasionally lacking timely follow-up when gaps in current knowledge are apparent.

Unsatisfactory: Is not setting and attaining goals or showing improvement in knowledge base.

Comments:

K. Professional and Ethical Behaviour

- Excellent: Is well versed on MVMA Code of Ethics and bylaws for ethics and professionalism and is respectful and open in application of work practices. Demonstrates transparency, accountability, and responsible management of cases. Is consistently supportive and helpful and easily engenders trust and confidence.
- Very Good: Is aware of MVMA Code of Ethics and bylaws for ethics and professionalism and can apply the principles consistently. Is dependably respectful and fair to all clients, staff, and other registrants.
- Satisfactory: Is aware of MVMA Code of Ethics and bylaws on ethics and professionalism and is gaining confidence in applying them with consistency and full understanding. Is respectful and fair in dealing with clients, and staff and other registrants.
- Needs Improvement: Does not yet demonstrate a full awareness and understanding in applying the MVMA Code of Ethics and b-laws on ethics and professionalism. Show inconsistency in being respectful and fair to clients, staff and other registrants leading to some lack of trust.
- Unsatisfactory: Blames others for failures and mistakes. Is lacking honesty with clients and staff. Shows little interest in becoming familiar with MVMA Code of Ethics and bylaws on ethics and professionalism.

Comments:

Supervisor signature: _____ Date: _____

Restricted Member Signature: _____ Date: _____