

0 = Infrequently/rarely demonstrates performance indicators
1 = Demonstrates few performance indicators to an adequate standard
2 = Demonstrates most performance indicators to an adequate standard
3 = Demonstrates most performance indicators to a good standard
4 = Demonstrates most performance indicators to an excellent standard
not assessed = item was not assessed

Note. a rating of 0 or 1 indicates that a minimum acceptable standard has not been achieved

### Professional Behaviour

<table>
<thead>
<tr>
<th>Professional Behaviour</th>
<th>Circle one number only</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Demonstrates an understanding of patient/client rights and consent</td>
<td>0 1 2 3 4 not assessed</td>
</tr>
<tr>
<td>2. Demonstrates commitment to learning</td>
<td>0 1 2 3 4 not assessed</td>
</tr>
<tr>
<td>3. Demonstrates ethical, legal &amp; culturally sensitive practice</td>
<td>0 1 2 3 4 not assessed</td>
</tr>
<tr>
<td>4. Demonstrates teamwork</td>
<td>0 1 2 3 4 not assessed</td>
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### Communication

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<thead>
<tr>
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<tr>
<td>5. Communicates effectively and appropriately - Verbal/non-verbal</td>
<td>0 1 2 3 4 not assessed</td>
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<tr>
<td>6. Demonstrates clear and accurate documentation</td>
<td>0 1 2 3 4 not assessed</td>
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### Assessment

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<thead>
<tr>
<th>Assessment</th>
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<tbody>
<tr>
<td>7. Conducts an appropriate patient/client interview</td>
<td>0 1 2 3 4 not assessed</td>
</tr>
<tr>
<td>8. Selects and measures relevant health indicators and outcomes</td>
<td>0 1 2 3 4 not assessed</td>
</tr>
<tr>
<td>9. Performs appropriate physical assessment procedures</td>
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### Analysis & Planning

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<tr>
<th>Analysis &amp; Planning</th>
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<tbody>
<tr>
<td>10. Appropriately interprets assessment findings</td>
<td>0 1 2 3 4 not assessed</td>
</tr>
<tr>
<td>11. Identifies and prioritises patient’s/client’s problems</td>
<td>0 1 2 3 4 not assessed</td>
</tr>
<tr>
<td>12. Sets realistic short and long term goals with the patient/client</td>
<td>0 1 2 3 4 not assessed</td>
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<td>13. Selects appropriate intervention in collaboration with patient/client</td>
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### Intervention

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<tbody>
<tr>
<td>14. Performs interventions appropriately</td>
<td>0 1 2 3 4 not assessed</td>
</tr>
<tr>
<td>15. Is an effective educator</td>
<td>0 1 2 3 4 not assessed</td>
</tr>
<tr>
<td>16. Monitors the effect of intervention</td>
<td>0 1 2 3 4 not assessed</td>
</tr>
<tr>
<td>17. Progresses intervention appropriately</td>
<td>0 1 2 3 4 not assessed</td>
</tr>
<tr>
<td>18. Undertakes discharge planning</td>
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### Evidence-based Practice

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<tr>
<th>Evidence-based Practice</th>
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<tbody>
<tr>
<td>19. Applies evidence based practice in patient care</td>
<td>0 1 2 3 4 not assessed</td>
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### Risk Management

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<tr>
<td>20. Identifies adverse events/near misses and minimises risk associated with assessment and interventions</td>
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**In your opinion as a clinical educator, the overall performance of this student in the clinical unit was:**

- Not adequate ✗
- Adequate
- Good
- Excellent

**Scoring rules:**
- Circle not assessed only if the student has not had an opportunity to demonstrate the behaviour
- If an item is not assessed it is not scored and the total APP score is adjusted for the missed item.
- Circle only one number for each item.
- If a score falls between numbers on the scale the higher number will be used to calculate a total.
- Evaluate the student’s performance against the minimum standard expected for a beginning/entry level physiotherapist.

Examples of Performance Indicators

Professional Behaviour

1. Demonstrates an understanding of patient/client rights and consent
   - Informed consent is obtained and recorded according to protocol
   - Understands and respects patients’/clients’ rights
   - Allows sufficient time to discuss the risks and benefits of the proposed treatment with patients/clients and carers
   - Refers patients/clients to a more senior staff member for consent when appropriate
   - Advises supervisor or other appropriate person if a patient/client might be at risk
   - Respects patients’/clients’ privacy and dignity
   - Maintains patient/client confidentiality
   - Applies ethical principles to the collection, maintenance, use and dissemination of data and information

2. Demonstrates commitment to learning
   - Responds in a positive manner to questions, suggestions &/or constructive feedback
   - Reviews and prepares appropriate material before and during the placement
   - Develops and implements a plan of action in response to feedback
   - Seeks information/assistance as required
   - Demonstrates self-evaluation, reflects on progress and implements appropriate changes based on reflection
   - Takes responsibility for learning and seeks opportunities to meet learning needs
   - Uses clinician time responsibly

3. Demonstrates ethical, legal, & culturally sensitive practice
   - Follows policies & procedures of the facility
   - Advises appropriate staff of circumstances that may affect adequate work performance
   - Observes infection control, and workplace health and safety policies
   - Arrives fit to work
   - Arrives punctually and leaves at agreed time
   - Calls appropriate personnel to report intended absence
   - Wears an identification badge & identifies self

4. Demonstrates teamwork
   - Demonstrates understanding of team processes
   - Contributes appropriately in team meetings
   - Acknowledges expertise and role of other health care professionals and refers/liaises as appropriate to access relevant services
   - Advocates for the patient/client when dealing with other services
   - Collaborates with the health care team and patient/client to achieve optimal outcomes
   - Cooperates with other people who are treating and caring for patients/clients
   - Works collaboratively and respectfully with support staff

Communication

5. Communicates effectively and appropriately - Verbal/non-verbal
   - Greets others appropriately
   - Asks questions effectively to gain appropriate information
   - Listens carefully and is sensitive to patient/client and carer views
   - Respects cultural and personal differences of others
   - Gains appropriate, positive reinforcement
   - Provides clear instructions
   - Uses suitable language & avoids jargon
   - Demonstrates an appropriate range of communication styles (eg patients/clients, carers, administrative and support staff, health professionals, care team)
   - Recognises barriers to optimal communication

6. Demonstrates clear and accurate documentation
   - Writes legibly
   - Completes relevant documentation to the required standard (eg., patient/client record, statistical information, referral letters)
   - Maintains records compliant with legislative medico-legal requirements
   - Complies with organisational protocols and legislation for communication
   - Adapts written material for a range of audiences (e.g., provides translated material for non-English speaking people, considers reading ability, age of patient/client)
   - Politely controls the interview to obtain relevant information
   - Responds appropriately to important patient/client cues

Assessment

7. Conducts an appropriate patient/client interview
   - Position patient safely and comfortably for interview
   - Structures a systematic, purposeful interview seeking qualitative and quantitative details
   - Asks relevant and comprehensive questions
   - Polite controls the interview to obtain relevant information
   - Responds appropriately to important patient/client cues
   - Identifies patient’s/client’s goals and expectations
   - Conducts appropriate assessment with consideration of biopsychosocial factors that influence health.
   - Seeks appropriate supplementary information, accessing other information, records, test results as appropriate and with patient’s/client’s consent
   - Generates diagnostic hypotheses, identifying the priorities and urgency of further assessment and intervention
   - Completes assessment in acceptable time

8. Selects and measures relevant health indicators and outcomes
   - Selects all appropriate variable/s to be measured at baseline from WHO ICF domains of impairment, activity limitation and participation restriction.
   - Identifies and justifies variables to be measured to monitor treatment response and outcome.
   - Selects appropriate tests/outcome measures of each variable for the purpose of diagnosis, monitoring and outcome evaluation.
   - Links outcome variables with treatment goals
   - Communicates the treatment evaluation process and outcomes to the client
   - Identifies, documents and acts on factors that may compromise treatment outcomes

9. Performs appropriate physical assessment procedures
   - Considers patient/client comfort and safety
   - Respects patient’s/client’s need for privacy and modesty (e.g., provides draping or gown)
   - Structures systematic, safe and goal orientated assessment process accommodating any limitations imposed by patient’s/client’s health status
   - Plans assessment structure and reasoning process using information from patient/client history and supportive information
   - Demonstrates sensitive and appropriate handling during the assessment process
   - Applies all tests and measurements safely, accurately and consistently
   - Sensibly modifies assessment in response to patient/client profile, feedback and relevant findings
   - Appropriate tests are performed to refine diagnosis
   - Assesses/appraises work, home or other relevant environments as required
   - Completes assessment in acceptable time
Examples of Performance Indicators

15. Is an effective educator/health promoter
- demonstrates skill in patient/client education eg modifies approach to suit patient/client age group, uses principles of adult learning
- demonstrates skills in conducting group sessions
- a realistic self-management program for prevention and management is developed with the patient/client
- provides information using a range of strategies that demonstrate consideration of patient/client needs
- confirms patient’s/client’s or caregivers understanding of given information
- uses appropriate strategies to motivate the patient/client and caregiver to participate and to take responsibility for achieving defined goals
- discusses expectations of physiotherapy intervention and its outcomes
- provides feedback to patient/client regarding health status
- educates the patient/client in self evaluation
- encourages and acknowledges achievement of short and long term goals

18. Undertakes discharge planning
- begins discharge planning in collaboration with the health care team at the time of the initial episode of care
- describes strategies that may be useful for maintaining or improving health status following discharge
- arranges appropriate follow-up health care to meet short and long term goals
- addresses patient/client and carer needs for ongoing care through the coordination of appropriate services

Analysis & Planning

10. Appropriately interprets assessment findings
- describes the implications of test results
- describes the presentation and expected course of common clinical conditions
- relates signs and symptoms to pathology
- relates signs symptoms and pathology to environmental tasks and demands
- interprets findings at each stage of the assessment to progressively negate or reinforce the hypothesis/es
- makes justifiable decisions regarding diagnoses based on knowledge and clinical reasoning
- prioritises important assessment findings
- compares findings to normal

11. Identifies and prioritises patient’s/client’s problems
- generates a list of problems from the assessment
- justifies prioritisation of problem list based on knowledge and clinical reasoning
- collaborates with the patient/client to prioritise the problems
- considers patient’s/clients values, priorities and needs

12. Sets realistic short and long term goals with the patient/client
- negotiates realistic short treatment goals in partnership with patient/client
- negotiates realistic long treatment goals in partnership with patient/client
- Formulates goals that are specific, measurable, achievable and relevant, with specified timeframe
- considers physical, emotional and financial costs and relates them to likely gains of physiotherapy intervention

13. Selects appropriate intervention in collaboration with the patient/client
- engages with patient/client to explain assessment findings, discuss intervention strategies and develop an acceptable plan

14. Performs interventions appropriately
- considers the scheduling of treatment in relation to other procedures eg medication for pain, wound care.
- demonstrates appropriate patient/client handling skills in performance of interventions
- performs techniques at appropriate standard
- minimizes risk of adverse events to patient/client and self in performance of intervention (including observance of infection control procedures and manual handling standards)
- prepares environment for patient/client including necessary equipment for treatment
- identifies when group activity might be an appropriate intervention
- demonstrates skill in case management
- recognises when to enlist assistance of others to complete workload
- completes intervention in acceptable time
- refers patient/client on to other professional/s when physiotherapy intervention is not appropriate, or requires a multi-disciplinary approach

16. Monitors the effects of intervention
- incorporates relevant evaluation procedures/outcome measures within the physiotherapy plan
- monitors patient/client throughout the intervention
- makes modifications to intervention based on evaluation
- records and communicates outcomes where appropriate

19. Applies evidence based practice in patient care
- considers the research evidence, patient/client preferences, clinical expertise and available resources in patient/client management
- locates and applies relevant current evidence eg., clinical practice guidelines and systematic reviews
- assists patients/clients and carers to identify reliable and accurate health information
- shares new evidence with colleagues
- participates in quality assessment procedures when possible

Risk Management

20. Identifies adverse events and near misses and minimises risk associated with assessment and interventions
- complies with workplace guidelines on patient/client handling
- complies with organizational health and safety requirements
- describes relevant contraindications and precautions associated with assessment and treatment
- reports adverse events and near misses to appropriate members of the team
- implements appropriate measures in case of emergency
- reports inappropriate or unsafe behaviour of a co-worker or situations that are unsafe