

* indicates a mandatory response

Interior Health Pharmacy Residency Program Management ITAR (In-Training Assessment of Resident)

Competency 3.3: Exercise Leadership

Standard: "The resident shall apply leadership and management skills to the professional practice environment in which the residency program is operated."

Competency 3.4: Exhibit Ability to Manage One's Own Practice of Pharmacy

Standard: "The resident shall apply skill in the management of their own practice of pharmacy, to advance their own learning, to advance patient care, and to contribute to the goals of the program, department, organization and profession."

		Below Expected Level of Performance	Meets Expected Level of Performance	Exceeds Expected Level of Performance
	Not Assessed (Explain Why Not Assessed)	Has an incomplete understanding of aspects of leadership and management. Able to describe basic components with guidance from preceptor.	Comprehensively describes key aspects of leadership and management. Compares and contrasts management and leadership with minimal guidance from preceptor.	Comprehensively describes key aspects of leadership and management. Compares and contrasts management and leadership and able to identify situations in which skill in management and/or leadership may be required in relation to pharmacy professional practice.
1. Knowledge of Leadership and Management (CPRB 3.3.1, 3.3.3)				
Ability to explain and discuss various aspects of leadership and management, including governance, vision setting, human resources, innovation and change management, through projects, case studies and discussions with the preceptor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to differentiate between management and leadership.				

Please provide evidence to support your rating:

		Below Expected Level of Performance	Meets Expected Level of Performance	Beyond Expected Level of Performance
	Not Assessed (Explain Why Not Assessed)	If guided using a step-by-step approach, can execute project plan, but requires extensive coaching to execute plan, engage stakeholders and develop recommendations/materials. Presentation of project recommendations lacks refinement.	Collaborates with stakeholders on project as required. Executes the project with minimal guidance by outlining situation and providing background context, collecting data and analyzing data as required, outlining assessment and formulating recommendations. Clearly presents project recommendations/results to preceptor/team and thoughtfully responds to questions.	Collaborates with stakeholders as required and independently executes project plan, by outlining situation, relevant background, collecting/analyzing data as required, outlining assessment and formulating recommendations. Able to relate project to other initiatives and anticipate potential consequences. Clearly presents project recommendations/results to preceptor/team and thoughtfully responds to questions.
2. Contributing to an Administrative Project or Initiative (CPRB 3.3.2, 3.3.3)				
Ability to collaborate with team members and to engage stakeholders to contribute to an administrative project or initiative related to an aspect(s) management, such as governance or organizational structure, human resources, financial management, continuous quality improvement, strategic planning, change management and/or standards of practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide evidence to support your rating:

	Does Not Consistently Exhibit	Consistently Exhibits
3. Responsibility for Own Learning (CPRB 2.1.5.3, 2.1.5.4, 3.1.1.c, 3.4.1)		
Self-direction, motivation		
Modification of behaviour in response to feedback	<input type="radio"/>	<input type="radio"/>
Professional conduct (punctuality, communication about rotation activities and rotation expectations and deadlines, accountable for own actions)		
Reliability and follow-through on all assigned tasks		

Please provide evidence to support your rating:

	Does Not Consistently Exhibit	Consistently Exhibits
4. Team Work and Communication (CPRB 2.1.5.6, 3.2.2. 3.3.4)		
Commitment to profession	<input type="radio"/>	<input type="radio"/>
Demonstrates respect for colleagues and project team members	<input type="radio"/>	<input type="radio"/>
Collaborates with team		
Communicates key messages clearly		

Please provide evidence to support your rating:

Overall Comments and Feedback

Describe the resident's strengths and progress made on this rotation. Describe areas of focus for further development of the resident's knowledge, skills, attitudes and behaviours.

For the evaluator to answer:

Did you have the opportunity to meet with the target of this evaluation to discuss their performance?

- No
 Yes

For the evaluatee to answer:

Did you have an opportunity to discuss your performance with the person who evaluated you?

- No
 Yes

Are you in agreement with this assessment?

- No
 Yes

If you have any comments about this evaluation, please enter them here.

The following will be displayed on forms where feedback is enabled...

(for the evaluator to answer...)

***Did you have an opportunity to meet with this trainee to discuss their performance?**

- Yes
 No

(for the evaluatee to answer...)

***Did you have an opportunity to discuss your performance with your preceptor/supervisor?**

- Yes
 No