

## Practice Review Report Form

Resident's Signature \_\_\_\_\_

License # \_\_\_\_\_

Sponsor's Signature \_\_\_\_\_

License # \_\_\_\_\_

### **PRACTICE SETTING:**

- Acute care hospital
- Rehabilitation hospital/facility
- Private Practice
- Community health centre
- Long term care facility
- Community care/ Home care
- Insurance Sector (including Workplace Safety Insurance Board) School environment
- Other (please specify) \_\_\_\_\_

Date Submitted: \_\_\_\_\_

This Report Form is based on the ACP which is based on the Canadian Essential Competency Profile for Physiotherapists (ECP).<sup>1</sup> The ECP is a foundational document that describes the essential competencies (i.e., the knowledge, skills and attitudes) required by physiotherapists in Canada at the beginning of and throughout their career. It also provides guidance for physiotherapists to build on their competencies over time. There are three levels to the ECP: 7 Roles; 23 Key Competencies; Many Enabling Competencies (which are the criteria/explanations for the Key Competencies).

***This Practice Review Form is effective June 2017 and replaces Sponsor's 30 Day Report Form October 2012***

### **Red Level Performance:**

- The Resident requires clinical supervision more than 25% of the time managing patients with simple conditions and more than 50% of the time with new patients and complex conditions.
- The Resident demonstrates unsafe practice...inconsistent and inappropriate in assessments, clinical reasoning and interventions.
- The Resident does not respond to repeated cueing and coaching.
- The Resident can maintain ~50% of a full-time physiotherapist's caseload.

### **Yellow Level Performance:**

- The Resident requires frequent (more than 30%) clinical supervision managing patients with complex conditions and minimal to no guidance for patients with simple conditions.
- The Resident consistently performs comprehensive assessments, interventions and clinical reasoning in simple situations.
- The Resident responds to cueing and coaching positively.
- The Resident can maintain ~75% of a full-time physiotherapist's caseload.

### **Green Level Performance:**

- The Resident requires infrequent supervision managing new patients or patients with complex conditions and is independent managing patients with simple conditions.
- The Resident consistently performs comprehensive assessments, interventions and clinical reasoning in simple and complex cases.
- The Resident can assigning/supervise assistive staff.
- The Resident responds to feedback and consults with others appropriately.
- The Resident can maintain more than 75% of a full-time physiotherapist's caseload seeking appropriate guidance and managing patients with simple or complex conditions.

COMPETENCY

**1.0 EXPERT: Focus is on analysis. As experts in function and mobility physiotherapists integrate all roles.**

|   | RED | YELLOW | GREEN | COMMENTS |
|---|-----|--------|-------|----------|
| 1.1 Consults with the patient to obtain information about his/her health, associated history, previous interventions and associated outcomes. |     |        |       |          |
| 1.2 Gets Informed consent as appropriate and thoroughly reviews the risks, precautions and contraindications of any intervention.             |     |        |       |          |
| 1.3 Collects assessment data relevant to the patient’s needs and physiotherapy practice.  |     |        |       |          |
| 1.4 Establishes a physiotherapy diagnosis and prognosis.  |     |        |       |          |
| 1.5 Evaluates the effectiveness of interventions.   |     |        |       |          |

**2.0 COMMUNICATOR: Physiotherapists use effective communication to develop professional relationships with patients, families, care providers, and other stakeholders.**

|   |  |  |  |  |
|---|--|--|--|--|
| 2.1 Develops, builds, and maintains rapport, trust, and ethical professional relationships through effective communication. |  |  |  |  |
| 2.2 Employs effective and appropriate verbal, non-verbal, written, and electronic communications.                           |  |  |  |  |

**3.0 COLLABORATOR: Physiotherapists work collaboratively and effectively to promote inter-professional practice and achieve optimal patient care.**

|  |  |  |  |  |
|--|--|--|--|--|
| 3.1 Establishes and maintains inter-professional relationships, which foster effective patient-centered collaboration. |  |  |  |  |
| 3.2 Collaborates with others to prevent, manage and resolve conflict.  |  |  |  |  |

**4.0 MANAGER: Physiotherapists manage time, resources, and priorities at all levels for individual practice and to ensure sustainable physiotherapy practice overall.**

|  | RED | YELLOW | GREEN | COMMENTS |
|--|-----|--------|-------|----------|
| 4.1 Manages individual practice effectively.   |     |        |       |          |
| 4.2 Manages and supervises personnel involved in the delivery of physiotherapy services.     |     |        |       |          |
| 4.3 Participates in activities that contribute to safe and effective physiotherapy practice. |     |        |       |          |

**5.0 ADVOCATE: Physiotherapists responsibly use their knowledge and expertise to promote the health and well-being of individual patients, communities, populations and the profession.**

|   |  |  |  |  |
|---|--|--|--|--|
| 5.1 Works collaboratively to identify, respond to and promote the health needs and concerns of individual patients, populations, and communities. |  |  |  |  |
|---|--|--|--|--|

**6.0 SCHOLARLY PRACTITIONER Physiotherapists are committed to ongoing learning for the purpose of improving patient outcomes through seeking, creating, applying, disseminating, and translating knowledge to physiotherapy practice.**

|   |  |  |  |  |
|---|--|--|--|--|
| 6.1 Uses a reflective approach to practice.                           |  |  |  |  |
| 6.2 Incorporates lifelong learning and experiences into best practice |  |  |  |  |
| 6.3 Engages in scholarly inquiry.                                     |  |  |  |  |

**7.0 PROFESSIONAL: Physiotherapists are committed to the best interests of patients and society through ethical practice, support of profession-led regulation, and high personal standards of behaviour.**

|   |  |  |  |  |
|---|--|--|--|--|
| 7.1 Conducts self within legal/ethical requirements.        |  |  |  |  |
| 7.2 Respects the individuality and autonomy of the patient. |  |  |  |  |

## Summative Comments

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**Areas of Strength:**

**Areas for Improvement:**

**Areas of Concern:**

**Other Comments:**

**Ongoing Mentoring style will be:**

**Report Form Feasibility Questions (To Be filled in and included with the first report only)**

*The following questions are not part your report; however we would like to capture your feedback as part of our ongoing validity analysis of this new form. These do NOT need to be reviewed with the Resident.*

1. How long did it take you to complete this Practice Review Form? \_\_\_\_\_minutes
  
2. How long did it take you to review the Report with the Resident? \_\_\_\_\_minutes
  
3. The anchor descriptors for the rating scale were adequately explained so that I could easily rate the Resident's performance.  
 Strongly Disagree     Disagree     Neutral     Agree     Strongly Agree
  
4. The rating scale easy to use.  
 Strongly Disagree     Disagree     Neutral     Agree     Strongly Agree
  
5. I was able to discriminate my Resident's performance on each rating scale.  
 Strongly Disagree     Disagree     Neutral     Agree     Strongly Agree
  
6. The Enabling Competencies/criteria would have helped me to better understand what the item was assessing.  
 Strongly Disagree     Disagree     Neutral     Agree     Strongly Agree
  
8. Please share what you liked most about the Review Form.
  
9. Please share any suggestions to improve the Review Form.
  
10. Please share any general comments regarding the Review Form.