

Clinician Evaluation of Intern Performance Rubric

Assessment Item	Emerging (E)	Developing (D)	Competent (C)	Advanced (A)
1. MCO 2.3 - Present a management plan that includes obtaining informed consent	The student failed to perform 2 or more of the following: present a management plan to the patient following a new patient evaluation or re-evaluation, explain the risks and benefits of the procedures included in the plan, or obtain a signed informed consent form. Required significant clinician guidance.	The student failed to perform 1 of the following: present a management plan to the patient following a new patient evaluation or re-evaluation, explain the risks and benefits of the procedures included in the plan, or obtain a signed informed consent form. Required clinician guidance.	The student presents the patient's management plan after each new patient and re-evaluation, and explains the risks and benefits of the procedures performed with the management plan, and does so with minimal prompting/clinician guidance.	The student presents the patient's management plan after each new patient and re-evaluation, and explains the risks and benefits of the procedures performed with the management plan, and does so without clinician guidance or prompting.
2. MCO 2.4 - Deliver appropriate chiropractic adjustments and/or other forms of passive care in management plan	The student did not include and/or deliver chiropractic adjustments and/or other passive care treatments that would have been appropriate to the patient's case. Required significant clinician guidance.	The student included and delivered chiropractic adjustments and/or other passive treatments in the patient's management plan, however, there were other approaches that were more appropriate that were not included in the plan. Required clinician guidance.	The student includes and delivers chiropractic adjustments and/or other forms of passive care in the patient's management plan, as appropriate for the patient's case and phase of care with minimal prompting/clinician guidance.	The student includes and delivers chiropractic adjustments and/or other forms of passive care in the patient's management plan, as appropriate for the patient's case and phase of care without prompting/clinician guidance.
3. MCO 2.5 - Implement appropriate active care as identified in the management plan	The student did not include and/or implement active care in the management plan that was appropriate for the patient's case and phase of care. Required significant clinician guidance.	The student includes and implements active care in the management plan but was not fully appropriate for the patient's case and/or phase of care (i.e. the intensity was not graded appropriately for the patient, or the activity was not meaningful to the patient's needs, etc.). Clinician guidance was required.	The student includes and implements active care in the patient management plan that is properly graded, meaningful and appropriate for the patient's case and phase of care with minimal clinician guidance.	The student includes and implements active care in the patient management plan that is properly graded, meaningful and appropriate for the patient's case and phase of care without clinician guidance.
4. MCO 2.7 - Implement changes to the management plan as new clinical information becomes available	The student does not implement changes to the patient's management plan based on clinical information. Required significant clinician guidance.	The student implements inappropriate changes to the management plan based on incorrect interpretation of new clinical information, or the changes are not appropriate for the patient's case and/or phase of care. Requires clinician guidance.	The student implements changes to the patient's management plans based on new clinical information. The plans are generally appropriate for the patient's case and phase of care. Minimal clinician guidance/prompting.	The student implements changes to the patient's management plans based on new clinical information. The plans are appropriate for the patient's case and phase of care and this is done without clinician guidance.
5. MCO 2.8 - Identify maximum improvement & document the endpoint of care or rationale for continuing care	The student fails to identify when maximum clinical improvement has been achieved, does not document the goals that would signify the endpoint of care, or rationalize the need for continuing care when appropriate. Required significant clinician guidance.	The student fails to identify when maximum clinical improvement has been achieved, or document the goals that would signify the endpoint of care, or rationalize the need for continued care appropriately. Requires clinician guidance.	The student generally identifies when maximum clinical improvement has been achieved, documents the goals that would signify the endpoint of care and can recognize and rationalize the continuation of care appropriate for each patient's case with minimal clinician prompting/guidance.	The student generally identifies when maximum clinical improvement has been achieved, documents the goals that would signify the endpoint of care and can recognize and rationalize the continuation of care appropriate for each patient's case without clinician prompting/guidance.

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6. MCO 4.4 - Safeguard & keep confidential the patient's protected health & financial information	The student does not safeguard or keep PHI and/or patient financial information confidential by inappropriately using and/or distributing this information, or through poor computer station security habits (i.e. leaving a computer unattended while logged into EHR), leaving forms, planners, etc. with patient information on them unattended, etc. Required significant clinician guidance.	The student has compromised PHI and/or patient financial information at least once by inappropriately using/distributing this information, or through poor computer station security habits or leaving forms, planners, schedules, etc. unattended that contain patient information. Requires clinician guidance.	The student safeguards and keeps PHI and patient financial information confidential through appropriate use of this information and computer security habits. Has required clinician prompting/guidance on at least 1 occasion.	The student safeguards and keeps PHI and patient financial information confidential through appropriate use of this information and computer security habits. Has not required clinician prompting/guidance on any occasion.
7. MCO 4.5 - Patient records are in compliance with laws, regulations & accepted industry standards	The student's recordkeeping is lacking full compliance with laws, regulations and accepted industry standards because of the information documented, omitted, and/or the veracity of the information (i.e. the information was falsified, recreated from a previous note without being authentically updated, etc.). Required significant clinician guidance.	The student's recordkeeping has lacked full compliance with laws, regulations, or accepted industry standards because of the information documented, omitted, and/or the veracity of the information (i.e. the information was falsified, recreated from a previous note without being authentically updated, etc.) on at least 1 occasion. Requires clinician oversight and guidance.	The student's recordkeeping is generally in full compliance with laws, regulations and accepted standards and the information within the records is complete and authentic, or the student has occasional compliance issues that are honest mistakes and makes a good-faith effort to be in compliance. Requires minimal clinician management/oversight.	The student's recordkeeping is in compliance with all laws, regulations and accepted standards. The information is authentic and requires no prompting or other clinician guidance.
8. MCO 5.2 - Maintain professional conduct with patients, peers, staff and faculty	The student does not maintain professional conduct with patients, or peers, or staff, or faculty through verbal and/or non-verbal interactions. Requires significant clinician intervention/oversight.	The student has had at least 1 incident of "non-critical" (minor) unprofessional conduct with patients, or peers, or staff, or faculty through verbal or non-verbal interactions. Requires some clinician intervention/oversight.	The student has had no reported incidents of unprofessional conduct with patients, peers, staff or faculty and acts appropriately with all constituents in verbal and non-verbal interactions. Has required a minimal level of clinician interaction with regard to professionalism.	The student acts professionally in all interactions with patients, staff, peers and faculty and has had no clinician interaction with regard to professionalism.
9. MCO 5.3 - Comply with the ethical and legal dimensions of clinical practice	The student was not in compliance with ethical and/or legal dimensions of practice on more than one occasion and requires significant clinician oversight and intervention.	The student was not in compliance with ethical and/or legal dimensions of practice and requires regular oversight by clinicians.	The student is in compliance with ethical and legal dimensions of practice and has not had reported violations, however, has needed minimal clinician oversight.	The student is fully in compliance with ethical and legal dimensions of practice, has had no reported violations and has required no clinician oversight in this regard.
10. MCO 7.4 - Apply chiropractic adjustment to patients while ensuring patient safety	The student does not ensure patient safety while administering chiropractic adjustments through the inappropriate application of techniques, use of equipment or other factors such as failing to take into account case-appropriate cautions, contraindications, etc. Requires significant clinician oversight or intervention.	On at least one occasion, the student has not ensured patient safety while administering chiropractic adjustments through inappropriate application of techniques, use of equipment, or taking into account cautions, contraindications, etc. relative to a patient's case. Requires clinician oversight/intervention.	The student generally ensures patient safety by proper application of techniques, use of equipment and thoughtful consideration of each patients' cautions, contraindications, preferences, etc. Has required minimal clinician oversight and intervention with regard to patient safety.	The student ensured patient safety in all cases through appropriate use of equipment, adjusting techniques, consideration of patient preferences, previous responses to treatment, cautions/contraindications, etc. and requires no additional oversight from clinicians with regard to safety practices.

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11. MCO 7.5 - Identify the effects following the chiropractic adjustment/manipulation	The student does not reassess the patient appropriately following an adjustment, measure and document the patient's subjective/objective changes, or does not document these elements appropriately.	The student uses inappropriate reassessment methods following adjustments (i.e. uses the presence or lack thereof of an "audible" to determine the success of an adjustment rather than PART information), or fails to take the patients' subjective reports into account. Requires significant clinician guidance.	The student reassesses patients appropriately following adjustments using the same criteria they used to determine the need for an adjustment in the first place and documents the patients' subjective/objective changes with minimal prompting/clinician guidance.	The student reassesses patients appropriately following adjustments using the same criteria they used to determine the need for an adjustment in the first place and documents the patients' subjective/objective changes with minimal prompting/clinician guidance.
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