

PERFORMANCE EVALUATION TOOL www.fsbpt.org/SCPPET

For Foreign Educated Therapists Completing a Supervised Clinical Practice in the United States

Category: PROFESSIONAL BEHAVIORS	MIDPOINT Competent: Yes No	FINAL Competent: Yes No
Essential Criteria:	Observed & competent:	Observed & competent:
Practices in a manner that is safe for the patient <i>Responds appropriately in emergency situations</i> <i>Recognizes and responds to unexpected changes in patient's physiological condition</i> <i>Utilizes Universal Precautions and Infection Control measures</i> <i>Prepares and maintains a safe physical environment</i> <i>Checks equipment prior to use</i>		
Practices in a manner that is safe for self <i>Prepares and maintains a safe physical environment</i> <i>Asks for physical assistance when needed</i> <i>Utilizes universal precautions and infection control measures</i> <i>Anticipates potentially unsafe situations and takes preventative measures</i> <i>Utilizes proper body mechanics</i>		
Adheres to the recognized standards of ethics of the physical therapy profession <i>Recognizes and reports violation of ethical practice to appropriate authority</i> <i>Provides accurate and truthful information and does not makes statements that are fraudulent or misleading</i> <i>Refrains from documenting fraudulent or misleading information</i>		
Maintains professional boundaries between self and patients <i>Demonstrates knowledge that patient/provider relationship is professional only and is not social or emotional in nature</i> <i>Demonstrates knowledge that relationships with patients excludes a friendship, sexual or business relationship</i>		
Evaluative Criteria:	Competent: Y, N, or N/O	Competent: Y, N, or N/O
Displays a positive and professional attitude <i>Willingly accepts responsibility for actions and outcomes</i> <i>Demonstrates initiative and responds to requests in helpful and prompt manner</i> <i>Follows through on tasks</i> <i>Actively seeks out learning opportunities</i>		
Solicits input on performance from supervisors and others to identify strengths and weaknesses <i>Collaborates with supervisor to address areas of weakness</i> <i>Initiates improvement plan for areas of weakness</i> <i>Admits mistakes and takes immediate action to correct the problem</i> <i>Changes practice behaviors in response to feedback from others</i> <i>Accepts constructive feedback</i>		
Demonstrates sensitivity to individual and cultural differences when engaged in physical therapy practice <i>Demonstrates respect for the cultural, socioeconomic, spiritual and ethnic diversity of patients and co-workers</i> <i>Adjusts to personality differences of colleagues, staff and patients</i>		
Maintains professional demeanor and appearance <i>Dresses appropriately and follows organizational dress code</i> <i>Interacts with all members of the health care team in a professional manner</i> <i>Practices personal hygiene in accordance with professional standards</i>		
Establishes communication and interacts respectfully with colleagues, patients, and staff <i>Demonstrates appropriate use of eye contact</i> <i>Demonstrates appropriate use of body language</i> <i>Demonstrates respect for personal space</i>		
Manages conflict with colleagues, staff and patients <i>Negotiates resolution to conflict</i> <i>Advocates for patient as appropriate</i>		

Category: COMMUNICATION AND DOCUMENTATION	MIDPOINT Competent: Yes No	FINAL Competent: Yes No
Essential Criteria:	Observed & competent:	Observed & competent:
Demonstrates English language proficiency in speaking <i>Demonstrates effective use of grammar and vocabulary</i> <i>Demonstrates good use of basic and complex grammatical structure</i> <i>Demonstrates proper use and knowledge of medical terminology</i> <i>Demonstration correct stress and rhythm and intonation of speech</i> <i>English pronunciation is clear to the listener</i>		
Demonstrates English language proficiency in reading <i>Understands what is reported in written form and is able respond appropriately</i> <i>Extracts relevant information from the medical record</i> <i>Accurately interprets professional literature</i>		
Demonstrates English language proficiency in writing <i>Writes English in complete sentences</i> <i>Understands and correctly interprets what is written by others</i> <i>Written communication skills permit patients, families and caregivers to understand what was written</i> <i>Written communication skills permit co-workers and other health care professionals to understand what was written</i> <i>Demonstrates proper use and knowledge of medical terminology</i> <i>Handwritten communication is legible</i>		
Demonstrate English language proficiency in listening <i>Asks clarifying questions to ensure understanding</i>		
Maintains a record of all clinical care provided <i>Meets federal, state and facility requirements for documentation</i> <i>Meets federal, state and facility requirements for storage and retention of records</i> <i>Supports the need for skilled physical therapy services through documentation</i>		
Evaluative Criteria:	Competent: Y, N, or N/O	Competent: Y, N, or N/O
Documentation establishes a link between identified problems and intervention provided <i>Supports the use of chosen interventions with objective findings</i> <i>Reflects medical necessity of physical therapy services</i>		
Documentation provides sufficient information to allow for another therapist to assume care of the patient <i>Documentation is complete, legible and accurate</i> <i>Clearly describes diagnosis and rationale for treatment and interventions</i>		
Documents communication with healthcare providers family and caregivers <i>Documents contacts, conversations, phone calls with and emails from healthcare providers, family and caregivers</i>		

Category: EXAMINATION	MIDPOINT Competent: Yes No	FINAL Competent: Yes No
Essential Criteria:	Observed & competent:	Observed & competent:
Completes full and accurate patient interview/history <i>Interviews patient and/or appropriate care givers</i> <i>Establishes chief complaint and reason for referral to physical therapy</i> <i>Establishes prior and current level of function</i> <i>Differentiates relevant from irrelevant information provided in the subjective report</i> <i>Gathers operative reports, physician notes or other medical test results to optimize clinical decision making</i>		
Reviews and identifies the implications of current medications <i>Considers the physiologic effects of current medications and PT treatment implications</i> <i>Identifies purpose and rehabilitation implications of medication</i>		
Appropriately selects tests and measurements related to the chief complaint <i>Seeks referral for additional tests when indicated</i> <i>Selects special tests and measurements to establish a diagnosis</i>		
Evaluative Criteria:	Competent: Y, N, or N/O	Competent: Y, N, or N/O
Reviews and interprets medical records <i>Interprets diagnostic and laboratory test results.</i> <i>Integrates information from specialty reports or consultations into clinical decision making</i>		
Performs tests & measures: anthropomorphic <i>Measures body dimensions such as height, weight, girth, and segment length</i> <i>Assesses atrophy</i> <i>Assesses edema</i>		
Performs tests & measures: arousal, attention, & cognition <i>Assesses ability to process commands</i> <i>Assesses expressive and receptive skills</i> <i>Assesses orientation to time, person, place, and situation</i> <i>Assesses memory and retention</i>		
Performs tests & measures: assistive & adaptive devices <i>Assesses need for assistive or adaptive devices and equipment</i> <i>Assesses fit, function and safety of assistive or adaptive devices and equipment</i>		
Performs tests & measures: nerve integrity <i>Selects and performs tests of neural provocation</i> <i>Assesses cranial nerve function in response to stimuli – including the vestibular system</i> <i>Assesses proprioception, pain, light and discriminative touch, and temperature perception</i> <i>Assesses the integrity of deep tendon reflexes</i>		
Performs tests & measures: environmental & community integration/reintegration <i>Assesses activities of daily living, transfers and functional mobility</i> <i>Assesses community barriers and integration</i>		
Performs tests & measures: ergonomics, body mechanics, & posture <i>Selects and performs tests of specific work conditions or activities</i> <i>Assesses body mechanics during activity</i> <i>Assesses postural alignment and position (static and dynamic)</i>		
Performs tests & measures: gait, locomotion & balance <i>Assesses gait, locomotion and balance during functional activities</i> <i>Assesses balance and equilibrium</i>		
Performs tests & measures: integumentary integrity <i>Assesses skin characteristics</i> <i>Assesses wound characteristics</i> <i>Assesses scar tissue characteristics</i>		
Performs Tests & Measures: Joint Integrity & Range of Motion <i>Selects and performs tests of joint stability, joint mobility, range of motion and flexibility</i>		

<p>Performs tests & measures: motor function <i>Assess muscle tone, tone, coordination, movement patterns and postural control</i></p>		
<p>Performs tests & measures: muscle performance <i>Selects and performs tests of muscle strength, power, and endurance (e.g., manual muscle test, isokinetic testing, dynamic testing)</i> <i>Selects and performs tests of muscle length</i></p>		
<p>Performs tests & measures: aerobic capacity <i>Assesses vital signs such as heart rate, blood pressure and respiratory rate</i> <i>Assesses aerobic endurance/capacity during functional activities and standardized tests</i> <i>Assesses cardiovascular response to changes in workload</i> <i>Assesses pulmonary response to changes in workload</i></p>		
<p>Performs tests & measures: neuromotor development & sensory integration <i>Assesses acquisition and evolution of motor skills</i> <i>Selects and performs tests of sensory-motor integration</i> <i>Selects and performs tests of developmental reflexes and reactions</i></p>		
<p>Performs tests & measures: orthotic, protective, assistive, & prosthetic devices <i>Assesses the need for devices</i> <i>Assesses the alignment, fit and effectiveness of devices</i></p>		
<p>Performs tests & measures: pain <i>Assesses pain location, intensity and characteristics</i></p>		
<p>Performs tests & measures: functional scales <i>Appropriately selects and interprets standardized functional assessment instruments</i></p>		

Category: EVALUATION, DIAGNOSIS AND PLAN OF CARE	MIDPOINT Competent: Yes No	FINAL Competent: Yes No
Essential Criteria:	Observed & competent:	Observed & Competent:
Evaluation and assessment: performs and documents the clinical assessment of the patient <i>Appropriately interprets data collected in history, systems review and tests & measures</i>		
Establishes a diagnosis for each patient <i>Utilizes the diagnostic process to organize and interpret data from the examination</i> <i>Considers differential diagnoses</i> <i>Assigns a diagnosis based on the evaluation</i>		
Plan of care: selects and documents interventions to address abnormalities of body structure and function and activity and participation limitations <i>Justifies selected interventions</i>		
Evaluative Criteria:	Competent: Y, N, or N/O	Competent: Y, N, or N/O
Demonstrates sound clinical decision making <i>Provides evidence based rationale for selected examination techniques and treatment interventions</i> <i>Locates, appraises and assimilates evidence from scientific studies and relevant resources</i> <i>Requests consultation and makes referral as indicated</i> <i>Seeks help when knowledge boundaries are reached and prior to continuation of care</i> <i>Identifies and considers differential diagnoses</i>		
Plan of care: develops and documents goals based on abnormalities of body structure and function and activity and participation limitations identified <i>Solicits patient input in the development of goals</i> <i>Writes goals that are measurable and functional</i> <i>Establishes a prognosis for each patient and considers prognosis in determining expected physical therapy outcomes</i> <i>Writes goals that are relevant to the patient's stated needs and goals</i>		
Plan of care: determines amount, frequency and duration of intervention <i>Considers diagnosis, patient payment, third party payer regulations and patient's ability to participate when determining treatment schedule</i>		
Performs reevaluations at appropriate intervals <i>Performs re-examination based on patient status</i> <i>Identifies barriers affecting patient progress</i> <i>Documents progress to date, justifies continuation of services, writes new goals and updates the plan of care as needed</i>		
Discharges or discontinues the patient from physical therapy services <i>Determines when patient is no longer benefiting from physical therapy services</i> <i>Anticipates discharge or discontinuation of services and takes appropriate and timely action</i> <i>Provides follow-up or referral as appropriate</i> <i>Documents summary of care, final patient status and reason for discharge or discontinuation of services</i>		

Category: INTERVENTION	MIDPOINT Competent: Yes No	FINAL Competent: Yes No
Essential Criteria:	Observed & competent:	Observed & competent:
Intervention: patient education <i>Effectively communicates evaluation findings, diagnosis and plan of care to the patient</i> <i>Effectively communicates evaluation findings, diagnosis and plan of care to caregivers and/or family members as appropriate</i> <i>Effectively communicates evaluation findings, diagnosis and plan of care to the health care team</i> <i>Instructs patient, caregivers and/or family members in patient's home program</i>		
Evaluative Criteria:	Competent: Y, N, or N/O	Competent: Y, N, or N/O
Interventions: therapeutic exercise <i>Instructs in conditioning, strengthening and stretching activities</i> <i>Instructs in coordination, posture and balance exercises</i> <i>Modifies exercise based on patient response</i> <i>Utilizes neuromuscular education and re-education</i> <i>Instructs in task specific performance</i>		
Interventions: functional training <i>Instructs in instrumental activities of daily living</i> <i>Instructs in activities of daily living</i> <i>Instructs in gait and locomotion</i> <i>Instructs in bed mobility, transfers, wheelchair management and ambulation</i> <i>Trains patient in use of orthotic, protective, assistive, & prosthetic devices</i>		
Interventions: manual therapy techniques <i>Performs joint mobilization</i> <i>Performs joint manipulation</i> <i>Performs soft tissue mobilization</i>		
Interventions: wound care <i>Selects appropriate wound cleansing methods</i> <i>Performs dressing changes</i> <i>Selects and applies appropriate topical agents and /or dressings</i> <i>Instructs in wound inspection and protection techniques</i>		
Interventions: physical agents <i>Applies thermal agents including heat and ice</i> <i>Applies electrical stimulation</i> <i>Applies mechanical traction</i> <i>Heeds indications, contra-indications and precautions in the use of physical agents</i> <i>Modifies application of the physical agent based on patient response</i>		
Interventions: cardiopulmonary <i>Facilitates airway clearance and instructs patient in techniques (includes chest physical therapy)</i> <i>Implements interventions to optimize aerobic capacity</i> <i>Instructs patient in breathing exercises with and without spirometry</i> <i>Implements cardiac and pulmonary rehabilitation programs</i>		

CATEGORY: UNITED STATES HEALTHCARE SYSTEM	MIDPOINT Competent: Yes No	FINAL Competent: Yes No
Essential Criteria:	Observed & competent:	Observed & competent:
Understands role of the physical therapist in the United States Healthcare system <i>Understands that U.S. physical therapists practice autonomously</i> <i>Establishes a diagnosis for physical therapy</i> <i>Collaborates with other members of the health care team</i> <i>Demonstrates understanding of and complies with state and federal regulations</i> <i>Demonstrates knowledge of and is personally responsive to ethical and legal issues of the work environment</i>		
Demonstrates knowledge of federal laws and rules applicable to physical therapy <i>Complies with Americans with Disabilities Act</i> <i>Complies with the Health Insurance Portability and Accountability Act</i> <i>Demonstrates knowledge of and complies with Occupational Safety and Health Administration regulations</i>		
Demonstrates knowledge of state laws and rules applicable to physical therapy <i>Complies with jurisdictional Practice Act and Rules including supervision of assistive personnel</i> <i>Demonstrates judicious and ethical use of social media</i>		
Evaluative Criteria:	Competent: Y, N, or N/O	Competent: Y, N, or N/O
Utilizes time and clinic resources in accordance with legal and ethical requirements of the employer or health care organization <i>Completes documentation in a timely manner</i> <i>Uses unscheduled time productively</i> <i>Use supplies and materials judiciously</i> <i>Responds to requests and appointments in a timely manner</i>		
Utilizes support personnel with appropriate supervision <i>Demonstrates understanding of the skill levels of support personnel</i> <i>Demonstrates understanding of supervision laws and ratios</i> <i>Demonstrates appropriate supervision of PTAs versus PT aides</i> <i>Delegates and directs assistive personnel as appropriate and as allowed by law</i>		
Demonstrates knowledge of facility's policies and procedures <i>Obtains informed consent</i> <i>Protects confidentiality of patient information including use of the electronic medical record</i> <i>Demonstrates understanding of organizational reporting levels and lines of communication</i>		
Demonstrates knowledge of third party payer policies and requirements <i>Takes patient's out of pocket cost into consideration when establishing a plan of care</i> <i>Obtains authorization for physical therapy services as required by insurance or facility</i> <i>Obtains certification and/or re-certification of Plan of Care as required by insurance</i> <i>Considers third party payer cost and public resources in the provision of healthcare</i> <i>Considers patient's insurance benefits and other resources when writing plan of care</i> <i>Provides meaningful treatment within allotted timeframe</i>		
Charges Submitted for Payment are Supported by the Documentation <i>Supports charges for services with documentation of time spent with patient and interventions performed</i> <i>Submits patient charges in timely manner</i>		

<p>Assigns Appropriate Diagnostic Code <i>Assigns ICD 9/ICD 10 codes for chief complaint</i> <i>Assigns ICD 9/ICD 10 codes for co-morbidities</i></p>		
<p>Assigns Appropriate CPT Codes <i>Demonstrates understanding of timed verses untimed codes</i> <i>Demonstrates understanding of Medicare Eight Minute Rule</i> <i>Uses modifiers as appropriate</i> <i>Understands concept of one on one therapy</i></p>		
<p>Understands the payment systems relative to the clinical setting <i>Skilled nursing facility: Resources Utilization Groups, Qualifying Minutes of Therapy, Skilled verses Unskilled Services</i> <i>Acute care: Diagnosis related groups</i> <i>Inpatient rehabilitation: Inpatient Rehabilitation Facility-Patient Assessment Instrument, Requirement for intensity of care - 3 Hour Rule</i> <i>Home health care: Outcomes and Assessment information Set, Episode of Care, Recertification Period</i> <i>Outpatient rehabilitation: Current Procedural Terminology Codes, 8 minute rule, timed verses untimed code, certification/recertification of the plan of care</i> <i>School Based Pediatric Services – Individual Education Plan</i></p>		

Category: PROFESSIONAL BEHAVIORS MIDPOINT

Comments (Supervisor)

Comments (PT Trainee)

Category: COMMUNICATION AND DOCUMENTATION MIDPOINT

Comments (Supervisor)

Comments (PT Trainee)

Category: EXAMINATION MIDPOINT

Comments (Supervisor)

Comments (PT Trainee)

Category: EVALUATION, DIAGNOSIS AND PLAN OF CARE

MIDPOINT

Comments (Supervisor)

Comments (PT Trainee)

Category: INTERVENTION

MIDPOINT

Comments (Supervisor)

Comments (PT Trainee)

CATEGORY: UNITED STATES HEALTHCARE SYSTEM

MIDPOINT

Comments (Supervisor)

Comments (PT Trainee)

Category: PROFESSIONAL BEHAVIORS FINAL

Comments (Supervisor)

Comments (PT Trainee)

Category: COMMUNICATION AND DOCUMENTATION FINAL

Comments (Supervisor)

Comments (PT Trainee)

Category: EXAMINATION FINAL

Comments (Supervisor)

Comments (PT Trainee)

Category: EVALUATION, DIAGNOSIS AND PLAN OF CARE FINAL

Comments (Supervisor)

Comments (PT Trainee)

Category: INTERVENTION FINAL

Comments (Supervisor)

Comments (PT Trainee)

CATEGORY: UNITED STATES HEALTHCARE SYSTEM FINAL

Comments (Supervisor)

Comments (PT Trainee)