This worksheet is designed to help you formulate a plan for further development based on the objective data you received in your Feedback Report from the Practice Review Tool (PRT). Completing this worksheet is a five-step process; Ranking, Assessment, Prioritization, Idea Generation and Tracking. In the first step you will be asked to rank your performance in each of the Systems and Knowledge areas. Afterwards, you will identify what your specific strengths are and in which areas you might need improvement for both Systems and Knowledge Areas. You will then determine what your priorities are and will identify which type of development activity will work best in addressing areas that need improvement. Lastly, you will be able to track your completion of your selected activities. This worksheet will only be helpful to you if you invest time and energy to complete it in a thoughtful way.

**Step 1: Ranking**

The first step in creating your development plan is to use the results of the PRT to objectively rank your knowledge, skills, and abilities. While looking at your Feedback Report use the table below to rank your performance in Systems on a scale of 1 – 4. One should be your strongest area and four for the system that needs the most improvement. Now do the same thing with Knowledge Areas along the left side of the table on a scale of 1 - 6. Be sure to read carefully over the information in the boxes that correlate to your lowest rankings. For example, if you ranked Musculoskeletal System a 4 and Interventions a 6 you will want to review the information where those two intersect in order to better understand your development needs and include those areas as needing improvement in Step 2.

### Systems Rank Order (1 – 4)

<table>
<thead>
<tr>
<th>Rank</th>
<th>#</th>
<th>Cardiac, Vascular, and Pulmonary Systems</th>
<th>#</th>
<th>Neuromuscular &amp; Nervous Systems</th>
<th>#</th>
<th>Musculoskeletal System</th>
<th>#</th>
<th>Other Systems</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td>Cardiac, Vascular, and Pulmonary Systems</td>
<td></td>
<td>Neuromuscular &amp; Nervous Systems</td>
<td></td>
<td>Musculoskeletal System</td>
<td></td>
<td>Other Systems</td>
</tr>
<tr>
<td>2</td>
<td></td>
<td>Neuromuscular &amp; Nervous Systems</td>
<td></td>
<td>Musculoskeletal System</td>
<td></td>
<td>Other Systems</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td>Musculoskeletal System</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td></td>
<td>Other Systems</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Knowledge Areas Rank Order (1 – 6)

<table>
<thead>
<tr>
<th>Rank</th>
<th>#</th>
<th>Foundations for Evaluation, Differential Diagnosis, and Prognosis</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td>Pathologies/conditions of the cardiovascular/pulmonary system</td>
</tr>
<tr>
<td>2</td>
<td></td>
<td>Pathologies/conditions of the lymphatic system</td>
</tr>
<tr>
<td>3</td>
<td></td>
<td>Differential diagnoses related to pathologies of the cardiac, vascular, and pulmonary systems</td>
</tr>
<tr>
<td>4</td>
<td></td>
<td>Diseases or conditions of the cardiac, vascular, and pulmonary systems in order to make effective treatment decisions</td>
</tr>
<tr>
<td>5</td>
<td></td>
<td>Diseases or conditions of the lymphatic system in order to make effective treatment decisions</td>
</tr>
<tr>
<td>6</td>
<td></td>
<td>Diagnostic imaging of the cardiovascular/pulmonary system</td>
</tr>
</tbody>
</table>

- **Cardiac, Vascular, and Pulmonary Systems**
  - Pathologies/conditions of the cardiac, vascular, and pulmonary systems
  - Differential diagnoses related to pathologies of the lymphatic system
  - Diseases or conditions of the cardiac, vascular, and pulmonary systems in order to make effective treatment decisions

- **Neuromuscular & Nervous Systems**
  - Pathologies/conditions of the nervous system (CNS, PNS, ANS)
  - Differential diagnoses related to pathologies of the nervous system (CNS, PNS, ANS)
  - Diseases or conditions of the nervous system (CNS, PNS, ANS) in order to make effective treatment decisions
  - Diagnostic imaging of the neuromuscular/nervous system
  - Medical management of the neuromuscular/nervous system (e.g., surgical procedures, medical tests)

- **Musculoskeletal System**
  - Pathologies/conditions of the muscular and skeletal systems
  - Differential diagnoses related to pathologies of the connective tissue
  - Diseases or conditions of the muscular and skeletal systems in order to make effective treatment decisions

- **Other Systems**
  - Pathologies/conditions of the genitourinary, gastrointestinal, multisystem, integumentary, metabolic and endocrine systems
  - Diseases or conditions of the genitourinary, gastrointestinal, multisystem, integumentary, metabolic and endocrine systems in order to make effective treatment decisions

- **Diagnostic imaging of the musculoskeletal system**
- **Medical management of the musculoskeletal system (e.g., surgical procedures, medical tests)**
<table>
<thead>
<tr>
<th>Knowledge Areas Rank Order (1 – 6)</th>
<th>Cardiac, Vascular, and Pulmonary Systems</th>
<th>Neuromuscular &amp; Nervous Systems</th>
<th>Musculoskeletal System</th>
<th>Other Systems</th>
</tr>
</thead>
</table>
| # Interventions                   | • Appropriate types of neuromuscular/nervous system interventions and their applications  
• Physiological response of the neuromuscular/nervous system to various types of interventions  
• Secondary effects or complications from interventions on neuromuscular/nervous system  
• Secondary effects or complications on musculoskeletal system from interventions used on other systems  
• Motor control as related to the neuromuscular/nervous system  
• Motor learning as related to the neuromuscular/nervous system | • Appropriate types of neuromuscular/nervous system interventions and their applications  
• Physiological response of the neuromuscular/nervous system to various types of interventions  
• Secondary effects or complications from interventions on neuromuscular/nervous system  
• Secondary effects or complications on musculoskeletal system from interventions used on other systems  
• Motor control as related to the neuromuscular/nervous system  
• Motor learning as related to the neuromuscular/nervous system | • Appropriate types of musculoskeletal system interventions and their applications  
• Physiological response of the musculoskeletal system to various types of interventions  
• Secondary effects or complications from interventions on musculoskeletal system  
• Secondary effects or complications on musculoskeletal system from interventions used on other systems | • Appropriate types of genitourinary, gastrointestinal, multisystem, Integumentary, metabolic and endocrine systems interventions and their applications (e.g., positioning for bladder programs, biofeedback, pelvic floor retraining)  
• Secondary effects or complications from interventions on genitourinary, gastrointestinal, multisystem, Integumentary, metabolic and endocrine systems  
• Secondary effects or complications on musculoskeletal system, Integumentary, metabolic and endocrine systems from interventions used on other systems |
| # Clinical Applications of Foundational Sciences | • Anatomy and physiology of the cardiovascular, pulmonary systems  
• Anatomy and physiology of the lymphatic system  
• Pharmacology as related to the cardiovascular/pulmonary system  
• Physiological response to environmental factors and characteristics  
• Effects of activity and exercise on the cardiovascular/pulmonary system (including the physiological response of the cardiovascular/pulmonary system to various types of tests/measures and interventions) | • Anatomy and physiology of the neuromuscular/nervous system  
• Anatomy and physiology of the nervous system (CNS, PNS, ANS)  
• Pharmacology as related to the neuromuscular/nervous system  
• Physiological response to environmental factors and characteristics  
• Effects of activity and exercise as related to the neuromuscular/nervous system  
• Motor control as related to the neuromuscular/nervous system  
• Motor learning as related to the neuromuscular/nervous system  
• Neurological functioning | • Anatomy and physiology of the musculoskeletal system  
• Pharmacology as related to the musculoskeletal system  
• Physiological response to environmental factors and characteristics (e.g., air temperature, humidity, water temperature, water depth, buoyancy, altitude)  
• Effects of activity and exercise on the musculoskeletal system  
• Joint structure  
• Joint functionality and mobility | • Anatomy and physiology of the genitourinary, gastrointestinal, multisystem, Integumentary, metabolic and endocrine systems  
• Effects of activity and exercise on the genitourinary, gastrointestinal, multisystem, Integumentary, metabolic and endocrine systems  
• Motor control as related to the genitourinary, gastrointestinal, multisystem, Integumentary, metabolic and endocrine systems  
• Motor learning as related to the genitourinary, gastrointestinal, multisystem, Integumentary, metabolic and endocrine systems |
| # Examination                     | • Appropriate types of cardiovascular/pulmonary system tests/measures and their applications  
• Movement analysis as related to the cardiovascular/pulmonary system (e.g., rib cage excursion) | • Appropriate types of neuromuscular/nervous system tests/measures and their applications  
• Physiological response of the neuromuscular/nervous system to various types of test/measures  
• Kinesiology/kinematics as related to the neuromuscular/nervous system  
• Movement analysis as related to the neuromuscular/nervous system | • Appropriate types of musculoskeletal system tests/measures and their applications  
• Physiological response of the musculoskeletal system to various types of tests/measures  
• Kinesiology/kinematics as related to the musculoskeletal system  
• Movement analysis as related to the musculoskeletal system |
<table>
<thead>
<tr>
<th>Knowledge Areas Rank Order (1 – 6)</th>
<th>Equipment and Devices</th>
</tr>
</thead>
<tbody>
<tr>
<td>#</td>
<td>• Assistive and adaptive devices</td>
</tr>
<tr>
<td></td>
<td>• Prosthetic devices</td>
</tr>
<tr>
<td></td>
<td>• Orthotic devices</td>
</tr>
<tr>
<td></td>
<td>• Protective devices</td>
</tr>
<tr>
<td></td>
<td>• Supportive devices</td>
</tr>
<tr>
<td></td>
<td>• Gravity-assisted devices</td>
</tr>
<tr>
<td></td>
<td>• Bariatric equipment and devices</td>
</tr>
<tr>
<td>Safety &amp; Professional Roles</td>
<td>• Factors influencing patient/client safety (e.g., fall risk, use of restraints, use of equipment, environmental factors)</td>
</tr>
<tr>
<td></td>
<td>• Emergency preparedness and response (e.g., CPR, first aid, disaster response)</td>
</tr>
<tr>
<td></td>
<td>• Response to cardiac events (e.g., Red, white or blue events such as bleeding, pallor, and cyanosis, response to a fall, and response to unexpected lack of responsiveness)</td>
</tr>
<tr>
<td></td>
<td>• Proper body mechanics</td>
</tr>
<tr>
<td></td>
<td>• Injury prevention</td>
</tr>
<tr>
<td></td>
<td>• Infection control procedures (e.g., standard/universal precautions)</td>
</tr>
<tr>
<td></td>
<td>• Legal obligations for reporting abuse and neglect</td>
</tr>
<tr>
<td></td>
<td>• Patient/client rights (e.g., ADA, IDEA, HIPAA)</td>
</tr>
<tr>
<td></td>
<td>• Human resource legal issues (e.g., OSHA, sexual harassment)</td>
</tr>
<tr>
<td></td>
<td>• Standards of documentation</td>
</tr>
<tr>
<td></td>
<td>• Risk guidelines (e.g., documentation, policies and procedures, incident reports)</td>
</tr>
<tr>
<td></td>
<td>• Roles and responsibilities of other healthcare professionals and support staff</td>
</tr>
</tbody>
</table>
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**Step 1: Ranking**

The first step in creating your development plan is to use the results of the PRT to objectively rank your knowledge, skills, and abilities. While looking at your Feedback Report, use the table below to rank your performance in Systems on a scale of 1 – 3. One should be your strongest area and 3 for the system that needs the most improvement. Now, do the same thing with Knowledge Areas along the left side of the table on a scale of 1 - 6. Be sure to read carefully over the information in the boxes that correlate to your lowest rankings. For example, if you ranked Musculoskeletal System a “3” and Interventions a “6”, you will want to review the information where those two intersect in order to better understand your development needs and include those areas as needing improvement in Step 2.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Systems Rank Order (1 – 3)</th>
<th>Knowledge Areas Rank Order (1 – 6)</th>
</tr>
</thead>
<tbody>
<tr>
<td>#</td>
<td>#</td>
<td>#</td>
</tr>
<tr>
<td>Musculoskeletal System</td>
<td>Neuromuscular &amp; Nervous Systems</td>
<td>Other Systems</td>
</tr>
<tr>
<td>• Pathologies/conditions of the muscular and skeletal systems</td>
<td>• Pathologies/conditions of the nervous system (CNS, PNS, ANS)</td>
<td>• Pathologies/conditions of cardiac, vascular, pulmonary, lymphatic, genitourinary, gastrointestinal, multisystem, integumentary, metabolic and endocrine systems</td>
</tr>
<tr>
<td>• Pathologies/conditions of the connective tissue</td>
<td>• Differential diagnoses related to pathologies of the nervous system (CNS, PNS, ANS)</td>
<td>• Diseases or conditions of the cardiac, vascular, pulmonary, lymphatic, genitourinary, gastrointestinal, multisystem, integumentary, metabolic and endocrine systems in order to make effective treatment decisions</td>
</tr>
<tr>
<td>• Differential diagnoses related to pathologies of the muscular and skeletal systems</td>
<td>• Diseases or conditions of the nervous system (CNS, PNS, ANS) in order to make effective treatment decisions</td>
<td>• Diagnostic imaging of the cardiovascular/pulmonary system</td>
</tr>
<tr>
<td>• Differential diagnoses related to pathologies of the connective tissue</td>
<td>• Medical management of the neuromuscular/nervous system</td>
<td>• Medical management of the cardiovascular/pulmonary system</td>
</tr>
<tr>
<td>• Diseases or conditions of the muscular and skeletal systems in order to make effective treatment decisions</td>
<td>• Medical management of the neuromuscular/nervous system (e.g., surgical procedures, medical tests)</td>
<td>• Differential diagnoses related to pathologies of the cardiovascular/pulmonary system</td>
</tr>
<tr>
<td>• Diseases or conditions of the connective tissue in order to make effective treatment decisions</td>
<td>• Diagnostic imaging of the musculoskeletal system</td>
<td>• Differential diagnoses related to pathologies of the lymphatic system</td>
</tr>
<tr>
<td>• Diagnostic imaging of the musculoskeletal system</td>
<td>• Medical management of the musculoskeletal system (e.g., surgical procedures, medical tests)</td>
<td>• Differential diagnoses related to pathologies of the cardiac, vascular, and pulmonary systems</td>
</tr>
<tr>
<td>• Medical management of the musculoskeletal system (e.g., surgical procedures, medical tests)</td>
<td></td>
<td>• Differential diagnoses related to pathologies of the lymphatic system</td>
</tr>
<tr>
<td>Knowledge Areas Rank Order (1 – 6)</td>
<td>Interventions</td>
<td>Clinical Applications of Foundational Sciences</td>
</tr>
<tr>
<td>-----------------------------------</td>
<td>----------------</td>
<td>-----------------------------------------------</td>
</tr>
<tr>
<td>#</td>
<td>Musculoskeletal System</td>
<td>Neuromuscular &amp; Nervous Systems</td>
</tr>
</tbody>
</table>
| Interventions                     | • Appropriate types of musculoskeletal system interventions and their applications  
  • Physiological response of the musculoskeletal system to various types of interventions  
  • Secondary effects or complications from interventions on musculoskeletal system  
  • Secondary effects or complications on musculoskeletal system from interventions used on other systems | • Appropriate types of neuromuscular/nervous system interventions and their applications  
  • Physiological response of the neuromuscular/nervous system to various types of interventions  
  • Secondary effects or complications from interventions on neuromuscular/nervous system  
  • Secondary effects or complications on neuromuscular/nervous system from interventions used on other systems  
  • Motor control as related to the neuromuscular/nervous system  
  • Motor learning as related to the neuromuscular/nervous system | • Appropriate types of genitourinary, gastrointestinal, neuromuscular, multisystem, integumentary, metabolic and endocrine systems interventions and their applications (e.g. positioning for bladder programs, biofeedback, pelvic floor retraining)  
  • Secondary effects or complications from interventions on genitourinary, neuromuscular, gastrointestinal, multisystem, integumentary, metabolic and endocrine systems  
  • Secondary effects or complications on genitourinary, gastrointestinal, neuromuscular, multisystem, integumentary, metabolic and endocrine systems from interventions used on other systems  
  • Motor control as related to the neuromuscular system  
  • Motor learning as related to the neuromuscular system  
  • Physiological response of the neuromuscular system to various types of interventions |
| Clinical Applications of Foundational Sciences | • Anatomy and physiology of the muscular and skeletal systems  
  • Pharmacology as related to the musculoskeletal system  
  • Physiological response to environmental factors and characteristics (e.g., air temperature, humidity, water temperature, water depth, buoyancy, altitude)  
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  • Joint structure  
  • Joint functionality and mobility | • Anatomy and physiology of the neuromuscular system  
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  • Pharmacology as related to the neuromuscular/nervous system  
  • Physiological response to environmental factors and characteristics  
  • Effects of activity and exercise as related to the neuromuscular/nervous system  
  • Motor control as related to the neuromuscular/nervous system  
  • Motor learning as related to the neuromuscular/nervous system  
  • Neurological functioning | • Anatomy and physiology of the genitourinary, cardiovascular, pulmonary, lymphatic, gastrointestinal, multisystem, integumentary, metabolic and endocrine systems  
  • Effects of activity and exercise on the genitourinary, gastrointestinal, cardiovascular, pulmonary, multisystem, Integumentary, metabolic and endocrine systems  
  • Motor control as related to the genitourinary, gastrointestinal, multisystem, Integumentary, metabolic and endocrine systems  
  • Motor learning as related to the genitourinary, gastrointestinal, multisystem, Integumentary, metabolic and endocrine systems  
  • Pharmacology as related to the cardiovascular/pulmonary system |
## DEVELOPMENT PLANNING WORKSHEET

### Musculoskeletal System
- Appropriate types of musculoskeletal system tests/measures and their applications
- Physiological response of the musculoskeletal system to various types of tests/measures
- Kinesiology/kinematics as related to the musculoskeletal system
- Movement analysis as related to the musculoskeletal system

### Neuromuscular & Nervous Systems
- Appropriate types of neuromuscular/nervous system tests/measures and their applications
- Physiological response of the neuromuscular/nervous system to various types of test/measures
- Kinesiology/kinematics as related to the neuromuscular/nervous system
- Movement analysis as related to the neuromuscular/nervous system

### Other Systems
- Appropriate types of cardiac, vascular, pulmonary, lymphatic, integumentary, metabolic and endocrine system tests/measures and their applications
- Physiological response of the genitourinary, cardiac, vascular, pulmonary, lymphatic, gastrointestinal, multisystem, integumentary, metabolic and endocrine system to various types of tests/measures
- Kinesiology/kinematics as related to the musculoskeletal system
- Movement analysis as related to the cardiac, vascular, pulmonary, lymphatic, integumentary, metabolic and endocrine systems

### Equipment & Devices
- Assistive and adaptive devices
- Prosthetic devices
- Orthotic devices
- Protective devices
- Supportive devices
- Gravity-assisted devices
- Bariatric equipment and devices

### Safety & Professional Roles
- Factors influencing patient/client safety (e.g., fall risk, use of restraints, use of equipment, environmental factors)
- Emergency preparedness and response (e.g., CPR, first aid, disaster response)
- Response to cardiac events (e.g., Red, white or blue events such as bleeding, pallor, and cyanosis, response to a fall, and response to unexpected lack of responsiveness)
- Proper body mechanics
- Injury prevention
- Infection control procedures (e.g., standard/universal precautions)
- Legal obligations for reporting abuse and neglect
- Patient/client rights (e.g., ADA, IDEA, HIPAA)
- Human resource legal issues (e.g., OSHA, sexual harassment)
- Standards of documentation
- Risk guidelines (e.g., documentation, policies and procedures, incident reports)
- Roles and responsibilities of other healthcare professionals and support staff
Step 2: Assessment

Using the rankings you’ve just completed on the grid, identify specific areas that are strengths and specific areas that need improvement. The more detailed you are in identifying your areas for improvement the better able you’ll be to find development activities that will meet your needs. For example, an area that requires improvement could be, “Understanding types of musculoskeletal system tests and measures and their application.” Take your time as you complete this section and be thoughtful about your selections for strengths and areas for improvement.

Which areas are strengths?

A) ____________________________________________________________
B) ____________________________________________________________
C) ____________________________________________________________
D) ____________________________________________________________
E) ____________________________________________________________
F) ____________________________________________________________

Which areas require improvement?

A) ____________________________________________________________
B) ____________________________________________________________
C) ____________________________________________________________
D) ____________________________________________________________
E) ____________________________________________________________
F) ____________________________________________________________
DEVELOPMENT PLANNING WORKSHEET

**Step 3: Prioritization**

Considering the areas you identified in Step 2 as needing improvement, choose your top three areas of need and prioritize them with 1 being the area you will work on first. You then need to set a target for the timeframe in which you intend to identify and complete a development activity.

<table>
<thead>
<tr>
<th>Priority</th>
<th>Area for Development</th>
<th>Timeframe</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Step 4: Idea Generation**

Now that you’ve prioritized your areas for development you need to determine which type of activity will be best to help you progress in that area. There are many ways to find development opportunities including conversations with your supervisor and colleagues. Your employer might offer courses or be willing to help your create a personal plan designed to meet your specific needs. Listed below are some kinds of activities to consider and ideas of places to look to for specific development activities or more information.

- **Your Jurisdiction’s Website** – Some state PT Boards post lists of approved activities. To find your jurisdictions website, go to [www.fsbpt.org/LicensingAuthorities](http://www.fsbpt.org/LicensingAuthorities)

- **Local Universities and Colleges** – for a list of schools that have PT programs go to [www.fsbpt.org](http://www.fsbpt.org) then click “For Faculty” and then “School Codes”

- **APTA** - [www.apta.org](http://www.apta.org) and then go to “Professional Development”

- **APTA Local Chapters** – Many states have local APTA chapters which may be a good resource. A list of chapters can be found on [www.apta.org](http://www.apta.org).

- **APTA Sections** – Acute Care, Aquatic, Cardiovascular & Pulmonary, Clinical Electro & Wound Management, Education, Federal, Geriatrics, Hand Rehabilitation, Health Policy & Administration, Home Health Section, Neurology, Oncology, Orthopaedic, Pediatrics, Private Practice, Research, Sports PT, and Women’s Health. Additional information on sections can be found on [www.apta.org](http://www.apta.org).


*If you would like to contribute other resource ideas, please email them to PracticeReview@fsbpt.org.*

**Types of Activities**

- Mentorships
- Workshops
- Seminars
- Online Courses
- Residencies
- Fellowships
- Certifications
- Self-Study
- Non-degree coursework
- Degree coursework
### DEVELOPMENT PLANNING WORKSHEET

**Step 5:** Tracking Completed Activities

As you complete your development activities update this worksheet so that you have a complete record of activities that were done as a result of your development planning after your PRT.

<table>
<thead>
<tr>
<th>Priority</th>
<th>Activity Type/Name</th>
<th>Date Completed</th>
<th>Location</th>
<th>Credits Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>