



Staff Member _____ Date _____ PCR Number _____

New clinicians to the system or those that are upgrading their certification levels will have a period of time in which they are evaluated on their performance at their level. Evaluations will be completed at the end of every call and signed by both the Evaluator and the employee being evaluated. Ratings of 1 or 5 need to be adequately documented as to the reason for the rating.

Assessment Criteria

5 – Exhibits a very thorough knowledge base. Performs skills and assessments with very little need for supervision/instruction. Could teach. Demonstrates leadership in this domain.

4 – Exhibits knowledge and understanding of important points. Can perform tasks with very little supervision and/or instruction. Performs at the level of an experienced clinician at their skill level.

3 – Exhibits adequate knowledge, performs skills with supervision and/or instruction. Performs at the level of a new graduate to the skill level.

2 – Exhibits poor knowledge of the skills and techniques, performs inadequately.

1 – Exhibits extreme lack of knowledge or refuses to complete skill.

								Comments
Dispatch Information	5	4	3	2	1	N/A		_____
Locating Address	5	4	3	2	1	N/A		_____
Emergency Vehicle Ops	5	4	3	2	1	N/A		_____
Radio Communications	5	4	3	2	1	N/A		_____
Scene Assessment	5	4	3	2	1	N/A		_____
Initial Assessment	5	4	3	2	1	N/A		_____
Patient/Family Rapport	5	4	3	2	1	N/A		_____
Vital Signs	5	4	3	2	1	N/A		_____
Initiates appropriate care	5	4	3	2	1	N/A		_____
Airway Maintenance	5	4	3	2	1	N/A		_____
IV Administration	5	4	3	2	1	N/A		_____
Equipment Knowledge	5	4	3	2	1	N/A		_____
Monitor Operations	5	4	3	2	1	N/A		_____
Medication Administration	5	4	3	2	1	N/A		_____
Team Leader Skills	5	4	3	2	1	N/A		_____
Radio Reports	5	4	3	2	1	N/A		_____
Verbal Reports	5	4	3	2	1	N/A		_____
Documentation	5	4	3	2	1	N/A		_____
Post call duties	5	4	3	2	1	N/A		_____



Overall Effective Evaluation:

- 5 – Exceeds Criteria, could teach others, demonstrates leadership in this domain
- 4 – Competent, performs at the level of an experienced clinician at their skill level
- 3 – Adequate, performs at the level of a new graduate to the skill level
- 2 – Needs Improvement,
- 1 – Poor, inadequate, failure to complete

Initiative	5	4	3	2	1	Additional Comments
Productivity	5	4	3	2	1	
Criticism	5	4	3	2	1	
Ethics	5	4	3	2	1	
Confidence	5	4	3	2	1	
Judgment	5	4	3	2	1	
Dependability	5	4	3	2	1	
Performance under stress	5	4	3	2	1	

Employee Signature _____

Evaluator Signature _____