

# Infinity Rehab Clinical Champions Program

## Tracking Worksheet

Instructions:

- For each item below, mark the boxes that you demonstrate **“Usually”** (at least 80% of the time) during your professional work.
- For any boxes requiring additional work, create a development goal in Ultipro and use Journal Entries to document your progress.

Direct Patient Care			
	Level 1 CORE BEHAVIORS	Level 2 DEMONSTRATES MASTERY	Level 3 INFLUENCES OTHERS
<b>Clinical Decision-Making</b>	<input type="checkbox"/> Demonstrates a solid knowledge base and framework for practice across a range of patient complexity within older adults.  <input type="checkbox"/> Aligns results of core outcome measures correctly with normalized data to make decisions for plan of care & goals.  <input type="checkbox"/> Treatment interventions are clearly linked to established goals and plan of care.  <input type="checkbox"/> Treatment interventions are carried out efficiently; able to navigate distractions, utilize point of care documentation, etc.  <input type="checkbox"/> Continually progresses patient’s plan of care based on ongoing re-assessment OR proactively makes recommendations to responsible therapist to help advance plan.  <input type="checkbox"/> Watches for adverse effects when monitoring response to activity or POC.  <input type="checkbox"/> Documentation clearly indicates why skilled care is needed and the clinical reasoning behind treatments & plan of care, including exercise prescription and science behind treatment as appropriate.	<input type="checkbox"/> <u>Demonstrates all clinical decision making behaviors of Level 1 clinicians, plus:</u>  <input type="checkbox"/> Regularly self-evaluates effectiveness and efficiency of delivered interventions and able to make real time changes as needed.  <input type="checkbox"/> Able to switch to other useful/prioritized interventions during sessions when the first one fails or demonstrates flexibility during treatment session with relatively little wasted time.  <input type="checkbox"/> Confidently seeks assistance from other health professionals to collectively problem solve through barriers to patient outcomes.  <input type="checkbox"/> Patient care is fully outcome-driven, with outcomes defined in terms of goals that have been established in conjunction with the patient and his/her identified needs.  <input type="checkbox"/> Demonstrates willingness to serve as “responsible therapist” (“primary” for assistants) within Optima or “supervising therapist” in Clinicient and demonstrates accountability for patient outcomes under his/her direct care.	<input type="checkbox"/> <u>Demonstrates all clinical decision making behaviors of Level 2 clinicians, plus:</u>  <input type="checkbox"/> Able to carry out complex interventions involving constant patient monitoring, real time treatment progression, and incorporating multiple activities in a prescriptive manner with prescriptive feedback to patient.  <input type="checkbox"/> Proactively supports others in problem solving when a peer cannot determine the root cause of patient’s problem.  <input type="checkbox"/> Able to critique available evidence and outside information, identify limitations but incorporate relevant principles into clinical decisions when there is limited strength of evidence or no clear “standard of practice.”  <input type="checkbox"/> Able to effectively interpret patient outcome data to help advise and guide clinical decision-making for other clinicians of the same discipline for patients beyond his or her direct care.  <input type="checkbox"/> Clinician accurately predicts outcomes beyond a single episode of care for individuals and/or groups of patients within an acceptable range of variability.

**Direct Patient Care (cont'd)**

<p><b>Patient Self-Management</b></p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Recognizes the importance of the patient assuming responsibility for his/her own care, with family support as needed.</li> <li><input type="checkbox"/> Engages patient to understand the link between his/her effort and the outcome.</li> <li><input type="checkbox"/> Engages patient to demonstrate (or make fair attempt at) teach back of skills to evaluate effectiveness of intervention versus just retreating.</li> <li><input type="checkbox"/> Able to interact with wide variety of patients by regularly demonstrating effective written, verbal and nonverbal communication and listening skills.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Consistently provides individualized support to patient to allow him/her to learn how to direct his/her own care.</li> <li><input type="checkbox"/> Demonstrates persistence with education/ treatment strategies when indicated as best practice and beneficial for patient.</li> <li><input type="checkbox"/> Provides patient with information about community resources, support groups, etc. to allow the patient to effectively manage their condition upon discharge.</li> <li><input type="checkbox"/> Can independently modify or supplement one's own communication strategies and/or coach a patient to advance through communication barriers.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Engages patient in highly tailored delivery model, with constant and specific feedback that fully maximizes the impact of every individual treatment session.</li> <li><input type="checkbox"/> Holds patient accountable to demonstrating responsibility for one's own care as it pertains to his/her role in achieving maximal clinical outcomes.</li> <li><input type="checkbox"/> Anticipates others' communication needs and accommodates for potential barriers before allowing adverse aspects of poor communication to limit patient progress.</li> </ul>
<p><b>Collaboration and Teamwork</b></p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Effectively communicates and collaborates with all other healthcare professionals directly involved in the patient's care to incorporate discipline-specific information into overall team care planning and implementation.</li> <li><input type="checkbox"/> Recommends referrals to other treatment disciplines appropriately.</li> <li><input type="checkbox"/> Practices to the full extent of one's education and training by regularly utilizing support personnel to offload tasks that could effectively be done by someone else.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Recognizes the influence of outside groups and individuals who indirectly impact patient care (i.e. referral sources, insurers) and participates in supporting to build a shared vision for patient care excellence among all stakeholders involved.</li> <li><input type="checkbox"/> Actively develops support personnel by educating and providing feedback about how his/her actions contribute to patient care outcomes, which maximizes the patient's progress outside of therapy.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Regularly encourages all direct and indirect members of the greater patient care team to be accountable and responsible for the role each person plays in maximizing patient outcomes so that patients in his/her care regularly meet or exceed expected care outcomes.</li> </ul>

Personal Attributes			
	Level 1 CORE BEHAVIORS	Level 2 DEMONSTRATES MASTERY	Level 3 INFLUENCES OTHERS
<b>Readiness for Change</b>	<input type="checkbox"/> Participates in adapting one’s own clinical practice behaviors when change is necessary or required.  <input type="checkbox"/> Contributes to effective operations by participating in efforts to improve day-to-day functions within the program and the company.	<input type="checkbox"/> Demonstrates flexibility, adaptability, and resilience throughout change efforts.  <input type="checkbox"/> Maintains a positive attitude and outlook on efforts related to change.  <input type="checkbox"/> Regularly contributes possible solutions to improve operational activities within the program and the company.	<input type="checkbox"/> Regularly leads change efforts within a team or program, including new initiatives, etc.  <input type="checkbox"/> Able to effectively coach others through barriers and toward a common shared goal.  <input type="checkbox"/> Leads operational improvement activities impacting his/her work area and/or patient population to maximize patient outcomes for the entire program or system.
<b>Ongoing Learning &amp; Development</b>	<input type="checkbox"/> Demonstrates accurate self-assessment of the strengths and limitations of his/her knowledge and skills across a range and complexity of diagnoses, as judged against feedback from manager and other colleagues.  <input type="checkbox"/> Uses Ultipro to report one’s own skills, certifications, awards and education, & makes updates to these in Ultipro at least 1x/year.  <input type="checkbox"/> Uses Ultipro to maintain at least one self-selected development goal at all times, & tracks progress toward goals at least quarterly (4x/yr) through journal entries.	<input type="checkbox"/> Regularly pursues new knowledge and skills and integrates these into one’s own daily practice behaviors.  <input type="checkbox"/> Can identify clear examples of one’s own practice behaviors that illustrate translation of knowledge from research into practice.  <input type="checkbox"/> Demonstrates professional engagement through membership and involvement in one’s respective professional association (APTA/AOTA/ASHA).	<input type="checkbox"/> Independently pursues the recognition of advanced knowledge through formal specialization or certification.  <input type="checkbox"/> Positively represents Infinity Rehab in the community through involvement in industry and/or professional groups, active volunteerism, presentations, etc.  <input type="checkbox"/> Supports the development of others; facilitates education opportunities at the program level, i.e. recommending CEU360 courses, teaching in-services, etc.
<b>OVERALL LEVEL</b>	<b>Level 1</b> <input type="checkbox"/> Need <u>100%</u> of boxes selected to reach/maintain Level 1	<b>Level 2</b> <input type="checkbox"/> Need <u>at least 80%</u> of boxes selected to reach/maintain Level 2	<b>Level 3</b> <input type="checkbox"/> Need <u>at least 80%</u> of boxes selected to reach/maintain Level 3