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| **Professional Performance (1-year timeframe) - 10% effort (clinical faculty)**  \*Evaluated by the Clinic Director | |
| Exceeds Expectations | * Extremely high volume of direct clinical service activities * Demonstrates high level of expertise in specialty area of clinical practice as reflected by client, peer/professional, and student perspectives * Recipient of ASHA’s Annual Award for Continuing Education (ACE) * Regularly participates and attends ad-hoc clinic-related committees/planning meetings * Always completes clinical documentation necessary for routine (e.g., monthly) billing procedures (both Schiefelbusch and contract services) |
| Meets Expectations | * Appropriate volume of direct clinical service activities * Demonstrates expertise in specialty area of clinical practice as reflected by client, peer/professional, and student perspectives * Facilitates clinical opportunities sufficient enough for students to earn appropriate number of clinical contact hours (i.e., for MA SLP: 60 hours in fall/spring, 30 hours in summer; for Audiology: 40 hours in fall/spring (UG), 20-30 hours in summer (UG), 96 hours in fall/spring/summer (AuD) * Completes required number of continuing education hours for license and certification throughout required period * Completes university required and professional trainings (e.g., annual HIPAA training) by required deadline * Regularly attends clinical faculty meetings and retreats * Occasionally participates and attends ad-hoc clinic-related committees/planning meetings * On-time for clinical activities with and without KU student clinicians * Consistently completes clinical documentation necessary for routine (e.g., monthly) billing procedures (both Schiefelbusch and contract services) |
| Does Not Meet Expectations | * Low volume of direct clinical service activities * Does not offer clinical opportunities sufficient for students to earn appropriate number of clinical contact hours * Does not complete continuing education hours throughout the required period, and/or license or certification lapses (i.e., late renewal) * Does not complete university required and professional trainings (e.g., annual HIPAA training) by stated deadline * Frequently absent from clinical faculty meetings and retreats * Rarely or never participates and attends ad-hoc clinic-related committees/planning meetings * Frequently late (or absent) to clinical activities with and without KU student clinicians * Frequently late in completing clinical documentation necessary for routine (e.g., monthly) billing procedures (both Schiefelbusch and contract services). |

**\*** Clinic Director should consider reduced professional performance activities for individuals with 5% service effort.