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