CORE ABILITIES ASSESSMENT

The OTA program adheres to the WITC Student Code of Conduct. https://www.witc.edu/sites/default/files/inline-files/fullhandbook17.pdf

The WITC OTA student is held to the standards of conduct described in the AOTA Code of Ethics.
http://www.aota.org/Practitioners/Ethics/Docs/Standards/38527.aspx

A way to provide feedback to OTA students is through the use of a **CORE ABILITIES ASSESSMENT.** OTA students are expected to abide by acceptable behavior, as defined by, but not limited to, the **CORE ABILITIES ASSESSMENT.**

Core Abilities are broad outcomes or skills that every graduate of the WITC OTA program is expected to achieve. These skills go beyond the context of a specific course or program and are the skills employers tell us they expect you to have. The OTA program has identified 7 Core Abilities that are necessary in every area of practice: **Act Responsibly, Communicate Clearly, Learn Effectively, Think Critically and Creatively, Value Self Positively, Work Cooperatively, and Work Productively.**

The Core Ability Assessment will be completed by OTA Instructors at mid- term of the first, second, and third semesters of core (514-XXX) programming. However, this assessment may be used at any time by an OTA Instructor or the OTA Program Director. If you receive more than 5 NY's you will immediately be placed on a growth contract. If deemed necessary, you may be placed on a growth contract for one or more NY that is inhibiting your professional behavior and/or performance.   Poor performance on the Core Abilities Assessment may jeopardize completion of the OTA program and may be grounds for dismissal from the OTA program.

Evaluators: Use the scale below (E, A, NY) to indicate student performance. Each Core Ability has several indicators representative of each CORE ABILITY. For each indicator, please circle E, A, NY. Choose the rating that best describes student performance. Please write comments in the "strength" and "areas of growth" boxes to further describe student performance. Each E and NY must have a comment. Sign and date the last page.

Students: Discuss the Core Ability Scoring with your Evaluator(s). Reflect upon the process and information you have learned. Document your reflection in the "reflection" section. Write at least 2 goals indicating your plan of action regarding core abilities and your performance. Submit your reflection and goals to your OTA Academic Advisor. If you have been placed on a growth contract, submit the reflection and goals to the OTA Program Director for review and set up a future meeting.

EXCEPTIONAL (E)
Consistently exceeds expectations. Goes above and beyond expectations.

ACCEPTABLE (A)
Consistently meets expectations

NOT YET (NY)
Inconsistent behavior. Not yet meeting expectations

Exceptional (E) Consistently exceeds expectations. Goes above and beyond expectations. **Acceptable (A)** Consistently meets expectations. **Not Yet (NY)** Inconsistent behavior. Not yet meeting expectations

CORE ABILITY ASSESSMENT

CORE ABILITY AND INDICATORS	FEEDBACK	STRENGTHS	AREAS FOR GROWTH
1. ACT RESPONSIBLY			
Attendance and punctuality	E A NY		
Seeks out information and/or assistance	E A NY		
Respects work space, environment and equipment	E A NY		
Communication is valid, truthful, and relevant	E A NY		
Manages personal affairs in a manner that does not interfere with professional responsibility	E A NY		
Displays a positive attitude regarding OTA program, profession, WITC, and all learning environments	E A NY		
2. COMMUNICATE CLEARLY			
Uses language appropriate to level of audience	E A NY		
Uses socially appropriate language	E A NY		
Displays positive nonverbal behavior	E A NY		
Listens while others are speaking	E A NY		
Speaks in a well modulated voice	E A NY		
Demonstrates ability to establish rapport with client/patient/student/peer/other professional	E A NY		
3. LEARN EFFECTIVELY			
Follows directions	E A NY		
Makes use of own resources before asking for help	E A NY		
Uses outside resources to gain knowledge (EBP, internet)	E A NY		

Exceptional (E) Consistently exceeds expectations. Goes above and beyond expectations. **Acceptable (A)** Consistently meets expectations. **Not Yet (NY)** Inconsistent behavior. Not yet meeting expectations

	Uses technology efficiently (database, internet, ITV, blackboard, computer)	E A NY		
	Asks appropriate questions	E A NY		
4.	**THINK CRITICALLY AND CREATIVELY**			
	Makes informed decisions	E A NY		
	Respects others points of view	E A NY		
	Accepts ambiguity	E A NY		
5.	**VALUE SELF POSITIVELY**			
	Identifies own strengths and weaknesses	E A NY		
	Creates personal and professional development plans	E A NY		
6.	**WORK COOPERATIVELY**			
	Works collaboratively with others	E A NY		
	Accepts feedback and modifies behavior in response to the feedback	E A NY		
	Provides constructive feedback	E A NY		
7.	**WORK PRODUCTIVELY**			
	Performs procedures, administers interventions, and completes assigned work in accordance with established standards, policies and procedures	E A NY		
	Meets deadlines	E A NY		
	Uses practice time to complete assigned tasks	E A NY		
8.	**PROFESSIONAL BEHAVIORS**			
	Is courteous and respectful towards, clients, their families, facility staff, fellow students, and faculty/staff of WITC	E A NY		

Exceptional (E) Consistently exceeds expectations. Goes above and beyond expectations. **Acceptable (A)** Consistently meets expectations. **Not Yet (NY)** Inconsistent behavior.
Not yet meeting expectations

Demonstrates professionalism during role playing activities and presentations	E A NY	
Responds in a positive manner to questions, suggestions, and constructive feedback	E A NY	
Follows OTA dress code	E A NY	
Displays proper hygiene	E A NY	

_____ # of E's

_____ # of A's

_____ # of NY's   **If 5 or more NY's are indicated on this evaluation, you will immediately be placed on a growth contract**

DATE: _____SIGNATURE OF EVALUATOR: _____

STUDENT REFLECTION: *(student writes a reflection related to the results in the assessment)*

STUDENT GOALS: *(after reflection, student identifies **3 goals**. Goals must be linked to specific core abilities. Goals should be measureable)*

Update 7/19 (D1 Core Ability Scoring)