



Authentic Clinical Interprofessional Education (ACIPE) Rubric

INSTRUCTIONS: For each of the three categories (Communication, Roles & Responsibilities, Teams & Teamwork), select the appropriate boxes that best describe the behaviors you observed. Leave box blank for skills which the learner had no opportunity to demonstrate, and note any skill you observed that needs development (asterisk, circle, etc).

	COMMUNICATION	ROLES & RESPONSIBILITIES	TEAMS & TEAMWORK
NOVICE	<input type="checkbox"/> Listens actively to all team members <input type="checkbox"/> Demonstrates respect for all team members through appropriate verbal and non-verbal expressions	<input type="checkbox"/> Communicates one's role and responsibilities accurately and clearly <input type="checkbox"/> Identifies gaps in one's knowledge and/or skills that impact team effectiveness	<input type="checkbox"/> Engages with team members without demonstrating preference for one individual or profession
EVOLVING	<input type="checkbox"/> Communicates knowledge and information using plain language <input type="checkbox"/> Asks clarifying questions <input type="checkbox"/> Acknowledges feedback from others	<input type="checkbox"/> Directs own questions to appropriate team members <input type="checkbox"/> Responds to questions with info appropriate to own role <input type="checkbox"/> Defers to other team members when appropriate <input type="checkbox"/> Seeks resources to address gaps in one's knowledge and/or skills	<input type="checkbox"/> Contributes to team-building through cooperation and engagement <input type="checkbox"/> Acknowledges others' ideas <input type="checkbox"/> Presents own ideas in a professional manner
PROFICIENT (GRADUATION TARGET)	<input type="checkbox"/> Communicates confidently and effectively, expressing knowledge and opinions to team members <input type="checkbox"/> Asks for opinions of other team members <input type="checkbox"/> Incorporates the opinions of other team members in recommendations <input type="checkbox"/> Incorporates feedback from others	<input type="checkbox"/> (Re)directs team questions to appropriate team members for missing info & resources <input type="checkbox"/> Presents opportunities to team for information-sharing and collaboration	<input type="checkbox"/> Focuses on a patient-centered care plan with the team <input type="checkbox"/> Engages others in shared problem solving
ACCOMPLISHED	<input type="checkbox"/> Communicates information to team members and/or patients that is patient-centered <input type="checkbox"/> Confirms team understanding of information, treatment & care decisions <input type="checkbox"/> Gives constructive feedback on team performance <input type="checkbox"/> Responds respectfully to others even in challenging situations	<input type="checkbox"/> Engages the unique and complementary abilities of all members of the team to optimize patient care <input type="checkbox"/> Clarifies team members' responsibilities in executing a care plan	<input type="checkbox"/> Builds team consensus on a patient-centered care plan <input type="checkbox"/> Engages self and others constructively to manage disagreements among team members and/or patients/families
ASPIRATIONAL	<input type="checkbox"/> Facilitates team communication, empowering all team members to provide their opinions and ideas <input type="checkbox"/> Helps team to reach consensus when disparate opinions are expressed <input type="checkbox"/> Facilitates team communication even in challenging situations	<input type="checkbox"/> Identifies those missing from the team <input type="checkbox"/> Seeks resources <i>outside</i> the team and/or health system to optimize patient care	<input type="checkbox"/> Demonstrates shared accountability with team for patient outcomes <input type="checkbox"/> Integrates the knowledge and experience of health and other professions outside the team to inform care decisions. <input type="checkbox"/> Uses process improvement to increase effectiveness of interprofessional teamwork and team-based services, programs, and policies