

EPA Assessment Tool

OVERALL Entrustment Rating

Intervention	Direction	Support	Entrustment	
			Competent	Proficient
<i>Somebody else had to complete some or all of the EPA</i>	<i>Provided major redirection</i>	<i>Provided minor redirection</i>	<i>Supervisor didn't need to act (coaching aside)</i>	<i>Performance was an exemplar</i>

Options for EPA Assessment Tool Milestones

Expertise Approach

Intervention	Direction	Support	Autonomy	Excellence
Performance well below training level . Does not know limits and/or ask for help.	Meets many requirements but below training level .	Meets MOST requirements but below training level	Meets ALL requirements. Acceptable performance at training level .	Exceeds requirements. Excellence for training level .

Complexity Approach (adapted from Leep)

Intervention	Direction	Support	Autonomy	Excellence
Assesses and manages with very simple cases	Assesses and manages low complexity level .	Assesses and manages moderate complexity cases.	Assesses and manages complex case .	Assesses and manages very complicated and rare case .

Supervision Approach (adapted from OSCORE)

Intervention	Direction	Support	Autonomy	Excellence
Requires others' action for completion.	Requires supervision and others' guidance for completion.	Requires minimal supervision or guidance for completion.	Does not require guidance or supervision for completion.	Demonstrates excellence; is a good role model

Professional Identity Approach

Intervention	Direction	Support	Autonomy	Excellence
Performs some tasks. Still requires considerable intervention direct involvement.	Performs most tasks, and demonstrates some autonomy. Requires some direct involvement or extensive guidance.	Performs most tasks autonomously. Requires minimal guidance	Performs all tasks autonomously and competently. Appropriately asks for guidance.	Performs above expected level of training.