

Resident Competency Rubric

DOMAIN 1. Pathology Practice

The pathologist integrates knowledge of the cellular, molecular, tissue, and organ-level basis of pathology; clinical and epidemiological aspects of comparative animal disease; and the methodological basis of laboratory testing into the practice of pathology.

COMPETENCY 1.1: Applies knowledge of general pathology and fundamental mechanisms of disease in animals to pathologic evaluation.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

COMPETENCY 1.2: Performs pathology procedures.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

COMPETENCY 1.3: Gathers, synthesizes, and prioritizes data to arrive at a pathologic interpretation.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

COMPETENCY 1.4: Creates, recommends, justifies, and adjusts a diagnostic plan based on available evidence.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

DOMAIN 1. Pathology Practice (*continued*)

The pathologist integrates knowledge of the cellular, molecular, tissue, and organ-level basis of pathology; clinical and epidemiological aspects of comparative animal disease; and the methodological basis of laboratory testing into the practice of pathology.

COMPETENCY 1.5: Prioritizes situational urgency and allocates resources.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

COMPETENCY 1.6: Adapts knowledge to varied scenarios and contexts.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

COMPETENCY 1.7: Recognizes limitations of knowledge, skills, and resources and seeks consultation as needed.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

Constructive feedback on Domain 1 competency development:

DOMAIN 2. Quality, Compliance, & Safety

The pathologist employs established and developing principles of quality laboratory management, complies with legal and regulatory requirements, and ensures the safety of the workplace and stakeholders.

COMPETENCY 2.1: Delivers veterinary pathology services compliant with legal and regulatory requirements.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

COMPETENCY 2.2: Advocates for the health and safety of all personnel within the workplace and stakeholders.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

COMPETENCY 2.3: Applies the principles of laboratory quality management to recognize and mitigate errors in laboratory testing and interpretation.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

Constructive feedback on Domain 2 competency development:

DOMAIN 3. Communication

The pathologist communicates effectively and respectfully with a diverse range of stakeholders in animal health, including professional colleagues, clients, public, and other entities, to promote animal, human, and environmental health and well-being.

COMPETENCY 3.1: Listens attentively and communicates professionally.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

COMPETENCY 3.2: Adapts communication style to diverse audiences.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

COMPETENCY 3.3: Prepares documentation/reports appropriate for the intended audience.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

Constructive feedback on Domain 3 competency development:

DOMAIN 4. Collaboration

The pathologist collaborates with diverse colleagues, clients, and other stakeholders and demonstrates skills as a leader and team member to improve outcomes and reduce error.

COMPETENCY 4.1: Solicits, respects, and integrates contributions from others.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

COMPETENCY 4.2: Functions as leader or team member based on experience, skills, and context.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

COMPETENCY 4.3: Maintains ongoing relationships to provide continuity of collaborative effort.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

COMPETENCY 4.4: Demonstrates inclusivity and cultural competence.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

Constructive feedback on Domain 4 competency development:

DOMAIN 5. Professionalism & Professional Identity

The pathologist practices and advocates for reflective practice, ethical reasoning, conscious engagement in professional development, and self-regulation to promote both collaboration and personal well-being.

COMPETENCY 5.1: Adopts an ethical approach to the practice of pathology.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

COMPETENCY 5.2: Practices time management.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

COMPETENCY 5.3: Reflects on personal actions and uses feedback to improve practices.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

COMPETENCY 5.4: Engages in self-directed learning.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

DOMAIN 5. Professionalism & Professional Identity (*continued*)

The pathologist practices and advocates for reflective practice, ethical reasoning, conscious engagement in professional development, and self-regulation to promote both collaboration and personal well-being.

COMPETENCY 5.5: Attends to the well-being of self and others.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

COMPETENCY 5.6: Engages in career planning.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

Constructive feedback on Domain 5 competency development:

DOMAIN 6. Scholarship

The pathologist formulates questions, generates solutions, and educates others through the systematic discovery, evaluation, integration, and adaptation of evidence.

COMPETENCY 6.1: Practices evidence-based veterinary medicine (EBVM).

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

COMPETENCY 6.2: Discovers and disseminates knowledge and practices.

- ☐ Approaching
- ☐ Meets
- ☐ Exceeds

Feedback:

Constructive feedback on Domain 6 competency development:

Competency Levels Explained

Approaching

Students who are approaching competency:

- Demonstrate **partial** understanding or skill but require significant guidance and oversight.
- Inconsistently apply knowledge and procedures, leading to variable accuracy.
- Struggle to integrate or prioritize information effectively.
- Recognize but do not always act on limitations in skills or knowledge.
- Require frequent feedback and revision to meet expectations.

Meets

Students who are meeting competency:

- Consistently demonstrate **competence** in knowledge, skills, and professional behavior.
- Apply appropriate procedures with **minimal** guidance, ensuring accurate and reliable performance.
- Synthesize and prioritize information effectively to arrive at logical conclusions.
- Recognize limitations and actively seek appropriate consultation when needed.
- Function independently in routine situations and seek support for complex cases.

Exceeds

Students who are exceeding competency:

- Demonstrate **advanced proficiency**, going beyond expected competencies with confidence and precision.
- Independently apply knowledge across varied scenarios with adaptability and accuracy.
- Consistently integrate and prioritize information **efficiently**, leading to well-reasoned decisions.
- Identify knowledge gaps proactively and seek innovative solutions.
- Serve as a resource or mentor to others, contributing to professional growth and knowledge sharing.