

Documenting EATs to Provide Evidence of Professional Practice

Components	No evidence	Emerging Evidence	Clear Documentation	Insightful and Skilled Documentation
Description	The EAT is not described.	The description of the EAT is vague or unclear.	The description of the EAT is clear.	The description of the EAT is clear and includes appropriate detail.
Purpose ('question' to be answered)	The purpose of the EAT was not stated.	The purpose of the EAT was stated, but was unclear or overly vague.	The purpose of the EAT was clearly stated.	The purpose of the EAT was clearly stated and thoughtfully linked to the unit's purpose/goals.
Alignment of EAT and stated purpose	The identified EAT will not produce the information needed to answer the 'question' posed.	The EAT appears to be somewhat aligned with the purpose, but will not clearly answer the 'question' posed.	The EAT clearly provides information to answer the 'question' posed.	The EAT is carefully constructed and completely aligned to provide information to answer the 'question' posed.
Students	There was no discussion about employee response to the EAT.	Description of employee response/feedback was overly vague and/or superficial.	Description of employee response/feedback appears to be complete and authentic.	Description of employee response/feedback appears to be thoughtfully considered and interpreted.
Findings/ Interpretation	Findings and /or interpretation are not provided.	Findings and/or interpretation appear to be inconsistent or invalid.	Findings and/or interpretation appear to be consistent and reasonable.	Findings appear to be carefully considered and interpretation seems insightful and appropriate.
Use of Findings	No action plan based on the findings is identified	Actions identified appear unrelated to the findings, inadequate, or superficial.	Actions identified appear relevant and adequate, and demonstrate a commitment by the employer to improve the unit/division and/or services.	Actions identified appear relevant and insightful to the understanding of barriers to employee/unit success. They demonstrate commitment by the employer to improve the unit/division and/or services.
Literature Citations	No literature was cited.	Only one relevant citation of the literature was included, or relevance of citations is questionable.	Two or more relevant citations are provided.	Three or more citations provided appear to be strongly related to the assessment, professional approach and/or philosophy of the employer and/or unit.