

Employee Name: \_\_\_\_\_

Date: \_\_\_\_\_

Reviewer Name: \_\_\_\_\_

Rating Guide

- 5: Excellent, requires little or no supervision, exceeds expectations
- 4: Above average, requires minimal supervision, meets expectations
- 3: Average/satisfactory
- 2: Needs improvement, requires more than normal supervision
- 1: Unsatisfactory, job requirements not mastered, needs high level of supervision

MAJOR SPAY/NEUTER ALLIANCE SURGICAL TECHNIQUES & SKILLS	EMPLOYEE	REVIEWER
Adheres to aseptic/sterile techniques while scrubbing, gowning, & gloving		
Adheres to sterile field throughout the surgical process		
Understands Spay/Neuter Alliance theory on incision placement		
Performs efficient & concise entrance into abdomen		
Performs safe & correct square knots		
Performs safe & gentle spay hook technique		
Performance of the ovarian cutaway technique in canine patients		
Usage of the strangle knot; able to set using carmalt		
Performance of scrotal neuter techniques in both adult & pediatric patients		
Completes efficient, safe, & attractive closures, utilizing cruciate sutures		
Demonstrates principles of gentle tissue handling		

OTHER CRITICAL SKILLS	EMPLOYEE	REVIEWER
Demonstrates good speed when necessary		
Competently performs & teaches CPR & other emergency measures		
Competently handles surgical complications & rechecks		
Effectively critiques breaks in sterility		
Effectively critiques & suggests additional disease control measures		
Understands & explains basis anesthesia		
Understands & practices low-stress animal handling		
Communicates effectively with clients & colleagues		
Represents the organization in a professional manner (inc. dress, speech, & behavior)		
Familiar with <i>Standards of Care</i> , <i>ASPCApro website</i> and resources, <a href="http://ASPCA.org">ASPCA.org</a> website and all Spay/Neuter Alliance policies & procedures, and can reference staff & visitors to appropriate resources		
Understands & completely supports the culture & mission of the ASPCA Spay/Neuter Alliance		
Job satisfaction		-

TRAINING SKILLS	EMPLOYEE	REVIEWER
Provides perfect models & good explanations for all major Spay/Neuter Alliance surgical techniques		
Understands, models, & provides good explanations for all relevant teaching topics, including anesthesia, sterile techniques (inc. gowning & gloving), and CPR		
Presents information in a thorough, concise, and engaging manner		
Demonstrates a keen eye for critiquing others		

**So far, what is the project/skill/contribution of which you are most proud?**

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**Are there any areas in which you feel the need for more training or direction?**

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**Employee** Name: \_\_\_\_\_

Signature: \_\_\_\_\_

**Reviewer** Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_