**Performance Improvement Plan:** This performance improvement plan is designed to help employees improve their performance in key job responsibilities. The plan includes specific goals, action steps, and evaluation and follow-up procedures to ensure that the employee is progressing toward meeting the goals outlined in the plan.

**Employee Name:** [insert name]

**Job Title:** Physical Therapist

**Performance Improvement Plan Period:** [insert dates]

**Performance Areas for Improvement:**

1. (Enter performance area)
2. Goal(s)
3. Action Steps

**1. Clinical Skills:** The ability to assess and treat patients effectively, using appropriate clinical techniques and interventions.

**Goal:** Improve clinical skills by attending continuing education courses and seeking feedback from the Physical Therapist Supervisor.

**Action Steps:**

* Attend at least one continuing education course per quarter.
* Meet with the Physical Therapist Supervisor on a monthly basis to review patient cases and receive feedback.
* Document progress in clinical skills in the employee's performance evaluation.

**2. Communication Skills:** The ability to communicate effectively with patients, families, and other healthcare providers and to document patient care accurately and thoroughly.

**Goal:** Improve communication skills by attending communication skills training and seeking feedback from patients and other healthcare providers.

Action Steps:

* Attend a communication skills training course within the next 60 days.
* Seek feedback from patients and other healthcare providers on communication skills.
* Document progress in communication skills in the employee's performance evaluation.

**3. Teamwork:** Working collaboratively with other healthcare providers, including Physical Therapist Assistants, to ensure coordinated care and optimal patient outcomes.

**Goal:** Improve teamwork skills by attending teamwork training and seeking feedback from other healthcare providers.

**Action Steps:**

* Attend a teamwork training course within the next 60 days.
* Seek feedback from other healthcare providers on teamwork skills.
* Document progress in teamwork skills in the employee's performance evaluation.

**4. Professionalism:** Maintaining a professional demeanor, adhering to ethical and legal standards, and engaging in ongoing professional development.

**Goal:** Improve professionalism by attending ethics training and engaging in ongoing professional development.

**Action Steps:**

* Attend an ethics training course within the next 60 days.
* Engage in ongoing professional development activities, such as attending conferences or reading professional journals.
* Document progress in professionalism in the employee's performance evaluation.

**Evaluation and Follow-Up:**

The Physical Therapist Supervisor will meet with the employee monthly to review progress on the performance improvement plan. At the end of the improvement plan period, the employee's performance will be evaluated to determine whether the employee has met the goals outlined in the plan.

**Consequences for failure to meet Performance Improvement Plan:**

**Employee Signature:** [insert signature]

**Supervisor Signature:** [insert signature]