



Physician Assistant Program
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Reference Evaluation Form

Applicant Name: _____

Reference Name & Title: _____

Organization/Relationship to Applicant: _____

Length of Time Known: _____

Capacity in Which You Know the Applicant (e.g., supervisor, faculty, coach): _____

Instructions:

Please rate the applicant based on **direct observation**. If you have **not observed** a behavior, select **Not Observed**. Provide comments where indicated.

Please upload the completed evaluation form using the secure link sent to your email from Springfield College.

Look for an email with the subject line: "Recommendation Request from (Student Name) for Springfield College". If you have any questions, please reach out to Graduate Admissions at graduate@springfield.edu.

1. Adaptability & Resilience

Ability to adjust to change, manage stress, and persist through challenges.

Item	5- Exceptional Consistently demonstrates this trait at a level well above peers	4- Strong Frequently demonstrates this trait	3- Satisfactory Demonstrates this trait at an expected level	2- Developing Inconsistently demonstrates this trait	1- Concerning Rarely demonstrates this trait	N/O- Not Observed
Adjusts effectively to new or changing expectations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintains performance under stress or pressure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates perseverance when faced with setbacks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: (Required if scored 2 or below):

2. Leadership & Service

Ability to lead by example, take initiative, and contribute to the community or organization.

Item	5- Exceptional Consistently demonstrates this trait at a level well above peers	4- Strong Frequently demonstrates this trait	3- Satisfactory Demonstrates this trait at an expected level	2- Developing Inconsistently demonstrates this trait	1- Concerning Rarely demonstrates this trait	N/O- Not Observed
Takes initiative without being prompted	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Positively influences or motivates others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates commitment to service or community engagement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: (Required if scored 2 or below):

3. Teamwork & Interpersonal Communication

Ability to collaborate effectively and communicate respectfully with others.

Item	5- Exceptional Consistently demonstrates this trait at a level well above peers	4- Strong Frequently demonstrat- es this trait	3- Satisfactory Demonstrates this trait at an expected level	2- Developing Inconsistently demonstrates this trait	1- Concerning Rarely demonstrate s this trait	N/O- Not Observed
Works effectively as part of a team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communicates clearly and professionally (oral/written)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates empathy, respect, and active listening	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: (Required if scored 2 or below):

4. Integrity & Professionalism

Adherence to ethical standards, accountability, and professional behavior.

Item	5-Exceptional Consistently demonstrates this trait at a level well above peers	4-Strong Frequently demonstrates this trait	3-Satisfactory Demonstrates this trait at an expected level	2-Developing Inconsistently demonstrates this trait	1-Concerning Rarely demonstrates this trait	N/O- Not Observed
Demonstrates honesty and ethical behavior	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accepts responsibility and follows through on commitments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exhibits professionalism in conduct, appearance, and communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: (Required if scored 2 or below):

Overall Evaluation

Compared to peers at a similar level, this applicant ranks as:

- Top 5%
- Top 10%
- Above Average
- Average
- Below Average

Overall Recommendation for PA Program Admission:

- Highly Recommend
- Recommend
- Recommend with Reservations
- Do Not Recommend

Brief Summary or Additional Context (optional):

Reference Signature: _____ Date: _____