



Field Training Daily Observation Report (DOR)

Structure and Purpose

Armstrong's Daily Observation Report (DOR) is a standardized evaluation tool completed by Field Training Officers (FTOs) during each supervised shift. The DOR provides structured, shift-by-shift documentation of a trainee's clinical progression, operational competency, and professional development.

The form captures performance across five primary domains:

1. Administrative & Shift Overview

This section establishes accountability and traceability.

It documents:

- Employee name
- Shift date and location
- Length of shift
- Run numbers assigned
- FTO completing the evaluation
- Confirmation that the DOR was reviewed with the trainee

Purpose:

- Ensures every shift is documented
- Confirms feedback was delivered directly to the candidate
- Creates defensible documentation of supervision and oversight

2. Professionalism & Work Ethic

Personal Interactions

Evaluates:

- Patient interaction
- Interaction with MD/FD/EMS personnel
- Partner interaction
- Acceptance of feedback

Work Habits & Ethics

Evaluates:

- Appearance and hygiene
- Integrity
- Punctuality
- Self-motivation
- Self-confidence
- Understanding of policies and procedures
- Teamwork

Purpose:

- Assesses cultural alignment and professionalism
- Measures receptiveness to coaching
- Identifies early behavioral trends

This section ensures that clearance decisions are not based solely on technical skill, but also on conduct and professionalism.

3. Driving Skills & Operational Performance

Driving Skills

Evaluates:

- Shift start and end checks
- Defensive driving (SAFR principles)

- Driving hot (emergency response)
- Backing procedures
- Overhead clearance awareness
- Navigation proficiency

Operations & Logistics

Evaluates:

- Radio operations
- Hospital interface familiarity
- Lifting and moving patients
- Scene safety and management
- PPE and infection control
- Report writing
- Signature compliance

Purpose:

- Validates safe fleet operations
- Reinforces safe patient movement protocols
- Ensures documentation compliance
- Evaluates situational awareness

This section ties directly to fleet safety, injury prevention, and regulatory documentation standards.

4. Protocol Exposure & Clinical Application

The “Protocols Observed” section tracks clinical exposure and proficiency in common emergency presentations, including:

- Cardiac arrest
- STEMI
- Stroke
- Trauma
- Sepsis
- Respiratory distress
- Psychiatric emergencies
- Overdose
- OB/GYN
- Pediatric arrest
- Diabetic emergencies

- Seizure
- Altered mental status
- Syncope
- Pain management
- Stable patient care

Each protocol includes:

- Proficiency rating
- Case count (#)
- Comments

Purpose:

- Documents case exposure
- Tracks competency progression
- Identifies gaps in experience
- Provides evidence of supervised protocol application

5. Skills Competency Tracking

This section evaluates psychomotor and ALS/BLS-specific skills, including:

- 12 Lead EKG
- Airway management
- Bleeding control
- Cardiac monitor/AED use
- IV/IO access
- Medication administration
- CPAP
- Vent management
- Manual CPR/LUCAS
- Vital signs

Each skill includes:

- Proficiency rating
- Case/attempt count
- Comments

Purpose:

- Documents hands-on competency

- Tracks repetition and performance quality
- Identifies need for remediation

6. Clinical Integration & Transition of Care

Clinical Skills

Evaluates:

- Patient assessment
- Patient care delivery
- Transition of care to receiving facility
- POE/facility capability awareness

Purpose:

- Ensures providers understand hospital capabilities
- Validates transfer-of-care communication
- Assesses clinical reasoning continuity

7. Overall Assessment & Clearance Determination

This section synthesizes the shift evaluation.

Includes:

- Strengths
- Weaknesses
- Additional training suggestions
- Summary notes
- Clearance readiness determination
- Areas where candidate is not responding to training (NRT)

Purpose:

- Provides structured, defensible documentation
- Identifies remediation needs
- Supports competency-based release decisions

- Documents patterns of performance concerns when present

The NRT section is particularly important as it formalizes escalation when a trainee is not progressing appropriately.

Governance & Oversight Value

The DOR system ensures:

- Daily documented evaluation
- Direct trainee feedback after each shift
- Trend identification across multiple shifts
- Early remediation intervention
- Objective clearance decision-making
- QA/QI defensibility

It transforms FTEP from subjective observation into documented, competency-based evaluation.