

Please send completed forms to Lora Wright lwright@animalauditor.org

REVIEW OF AUDITOR PERFORMANCE REPORT

This form shall be used to report on the evaluation of auditing performance for a trainee in the PAACO Broiler Breeder Welfare Auditor certification program for consideration as a **Certified Auditor**. This form must be completed by a PAACO Certified Poultry or Broiler Breeder Welfare Auditor who meets the qualifications defined by PAACO. (Please type or clearly print all entries in black or blue ink.)

Applicant Information						
Last Name		First Name				
Address, Phone & E-mail:						
Certification Scheme being sought: Broiler Breeder Welfare Auditor		PAACO Training Attended:				
Broner Breeder Wenare Additor		Location:				
		Month:		∕ear:		
Applicant's Signature						
Check the box if you attended an <i>Internal Training</i> and will be certified as an <i>INTERNAL</i> Auditor						
Shadowing Auditor's Information Last Name		First Name				
Lastivanie		T itst ivalite				
Shadowing Auditor's Street Address or P.O. Box						
City	State		ZIP or Postcode	Country		
Telephone	Fax		Email			
If the candidate performed acceptably on the audit described in this report, please sign on the line below.						
The shadowing auditor's signature is required for the report to proceed.						
I attest to the applicant's ability to perform Broiler Breeder Animal Welfare Audits as a Lead Auditor in accordance with the expectations of the Professional Animal Auditor Certification Organization as well as the						
audit used for this Performance Report.						
Shadow auditor's signature						
Date						

The following sections are to be completed by the shadowing auditor.

Audit Information						
Date(s) Shadow Audits Number of hours: Number of au	dits performed: Names of facility(s) audited					
Location of shadow audit: On-site at facility Re	emote Video Audit (must be preapproved by PAACO)					
For Remote Video Shadow Auditing:						
Applicant was:						
Shadow Auditor was: On-site Remote						
Applicant's role in the audit:	ad the audit)					
Shadow auditor's role in the audit: \Box Witness (observed) \Box A	audit team member (assisted) Audit leader (conducted)					
Audit Standard/Instrument Used:						
Auditor Ev Please complete the following evaluation as it pertains to the applican						
Auditor Characteristics and Professional Attributes:	Evaluation of Auditor Performance - REQUIRED (strengths and/or opportunities for improvement – please elaborate)					
Personal skills: Yes No	,					
 ☐ Was prepared for the audit with all necessary tools (ie audit sheets, clipboard, stopwatch, flashlight) ☐ Open-minded and mature ☐ Sound judgment, analytical skills and tenacity. ☐ Presented themselves in a professional manner. ☐ Demonstrates ethical behavior. ☐ Asked questions and engage with shadow auditor and other team members 						
Audit skills and techniques: Yes No						
 ☐ Effectively communicated the scope and purpose of the audit in opening meeting. ☐ Understands the tool they are using and what the acceptable standards are ☐ Is able to stay within the scope of the audit ☐ Obtains and assesses objective evidence fairly. ☐ Evaluates criteria using observations and personal interactions. ☐ Conducts interviews using open ended questions to support audit findings. ☐ Remain attentive to the audit process without becoming distracted. ☐ Reaches acceptable conclusions based on objective evidence, and remains true to conclusion even under pressure to change. ☐ Communicated any critical findings during audit immediately. ☐ Clearly communicated the results of the audit and what the next possible steps may be in the closing meeting. 						
Personal/Self Evaluation (as described to shadow auditor) What would the applicant describe as their strength during the audit and what is an area(s) where they feel they would like to gain more experience?						

PLEASE COMPLETE THE FOLLOWING SECTION AS PART OF THIS SHADOW EVALUATION A FULL BROILER SHADOW AUDIT MUST INCLUDE HATCH, GROWOUT, & PROCESSING

Broiler Criteria		Competency for Criteria (NI = Needs Improvement)			Evaluation of Auditor Performance (also, If a criteria was not observed, indicate why)
	te areas assessed during shadow				(uiso, ii u cineriu was not observed, indicate wily)
	Management		Acceptable	NI	
				님	
	Sample Number Determinations Written Report Submitted for this guidit			Ш	
	Written Report Submitted for this audit				
	Recognized and adhered to biosecurity				
	requirements Review of all necessary documents and records	Ιп	П	П	
Hatche		Excellent	Acceptable	NI	
	Welfare Program (includes training)				
	Emergency Plans				
	Hatching				
	Separators				
	Chicks on Floor				
	Handling – Chick Servicing				
	Holding Area				
	Euthanasia				
	Transportation		Ш	Ш	
Farms	(# of barns assessed)	Excellent	Acceptable	NI	
	Welfare program (includes training)				
	Emergency Action				
	Nutrition and Feeding				
	Comfort and Shelter(nests, slats, litter, density,				
	lighting)				
	Health Care and Monitoring (foot paw health,				
	gait scoring, unfit birds, vaccinations)				
	Euthanasia				
	Flock Husbandry (spiking, egg collection, bird	Ιп		П	
	behavior, bird distribution)				
	landling Vaccinations or Bird Move		Acceptable	NI	
	Emergency response plans			빌	
	Catching (humane handling, training)	ᅵ 片		H	
	Handling (limit injuries, minimize stress)	l H	H	Η	
	Bird comfort (weather, density in vaccination		Ш	Ш	
	area, condition of equipment,)	Ιп	П		
Was th	Unfit birds and euthanasia e applicant able to identify and describe acts				
	se or neglect that would result in a failed	□ Y	es 🗆	No	
audit?	se of neglect that would result in a falled		_		
	applicant able to perform an audit on their own				
	e results meeting the quality standards	□ Y	es 🗆	No	
expect					
		4			
Overa	Il summary of the applicants ability to asse	ss the at	ove criteri	ia and	perform an effective audit: REQUIRED!
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