

****Faculty Evaluation of Resident (v2) #1818**

Date 01/03/2006 Enddate 01/03/2006

Medical Knowledge

Limited knowledge base; unable to apply basic & clinical science knowledge to patient care	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Extensive, well-integrated knowledge base; consistently applies evidence-based principles to clinical care
Minimal differential diagnosis	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Develops relevant differential diagnosis
Fails to synthesize clinical data to make decisions	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Synthesizes all available information in clinical decisions

Patient Care

Fails to recognize critical situations in an appropriate time frame	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Rapidly recognizes critical situations and initiates appropriate stabilization
Gathers incomplete or inaccurate patient history, clinical data/physical exams	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Gathers complete, accurate patient history, clinical data/physical exams
Care plans poorly organized or executed; needs excessive guidance or oversight	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Care plans focused, detailed, complete & well executed with minimal guidance
Poor procedural skills; fails to address indications, risk/benefit or consent issues	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Excellent procedural skills; understands indications, risk/benefits or consent issues

Practice-Based Learning

Fails to perform	1-	2-Below	3-	4-	5-	N/A - Not	Performs self-
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fails to perform self-evaluation; resists or ignores feedback	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Performs self-evaluation regularly; receptive to feedback
Lacks critical analysis skills	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Critically reads and applies literature to practice
Rarely teaches or shares knowledge	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Facilitates learning of entire team

Interpersonal & Communication Skills

Poor listening/nonverbal skills; does not earn respect of patients/healthcare team	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Excellent listening/nonverbal skills; highly respected by patients/healthcare team
Inappropriate, inaccurate or insufficient communication with patients & families	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Insures patients & families understand diagnosis & treatment plan
Written documentation & verbal communication unfocused, illegible, delayed	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Written documentation & verbal communication clear, concise, organized, timely

Professionalism

Lacks integrity, honesty, consistency	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Demonstrates integrity, honesty, consistency
Lacks empathy/respect for patients & families	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Demonstrates empathy/respect for patients & families
Places self-interest above patients and society	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Readily places needs of others above self-interest
Rigid, stubborn	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Open-minded

Systems-Based Practice

Fails to access/manage/involve appropriate services & resources in patient care	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Effectively accesses/manages/involves appropriate services & resources in patient care
Causes extra costs in patient care/shotgun approach to test ordering	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Cost effective in care delivery/appropriate test ordering
Unsupportive of healthcare team (staff, peers, faculty)	1- Unsatisfactory	2-Below Average	3- Acceptable	4- Excellent	5- Superior	N/A - Not Observed	Supportive of healthcare team (staff, peers, faculty)

Global Evaluation

Overall Evaluation of Resident 1- Unsatisfactory 2-Below Average 3- Acceptable 4- Excellent 5- Superior N/A - Not Observed

Please provide a brief narrative description of critical incidents (both positive and negative) that support the above evaluation.

Number of Overlapping Shifts

Approximate number of shifts worked with resident 1 2-4 5-7 8-10 11+

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