Faculty Evaluation of Trainee Appendix

[Subject Name]
[Subject Status]
[Subject Rotation]
[Evaluation Dates]

	Evaluator
	[Evaluator Name]
	[Evaluator Status]

PATIENT CARE AND PROCEDURAL SKILLS

Completes comprehensive, accurate, and thorough medical history.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Performs an appropriately thorough and accurate physical exam.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Develops an appropriate differential diagnosis.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Able to synthesize available information (history, physical, and test results) to develop a comprehensive patient care plan

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Follows up on patient condition and relevant test results.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Modifies patient care plan based on changes in patient condition and pertinent test results.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Considers patient preferences in medical decision making.

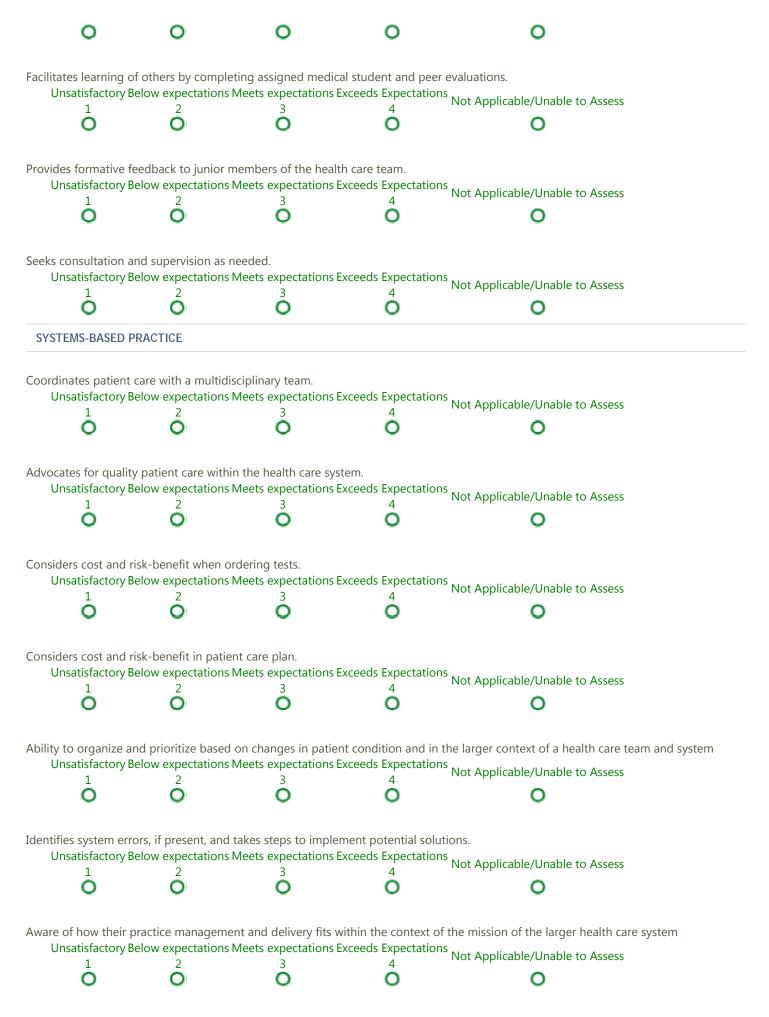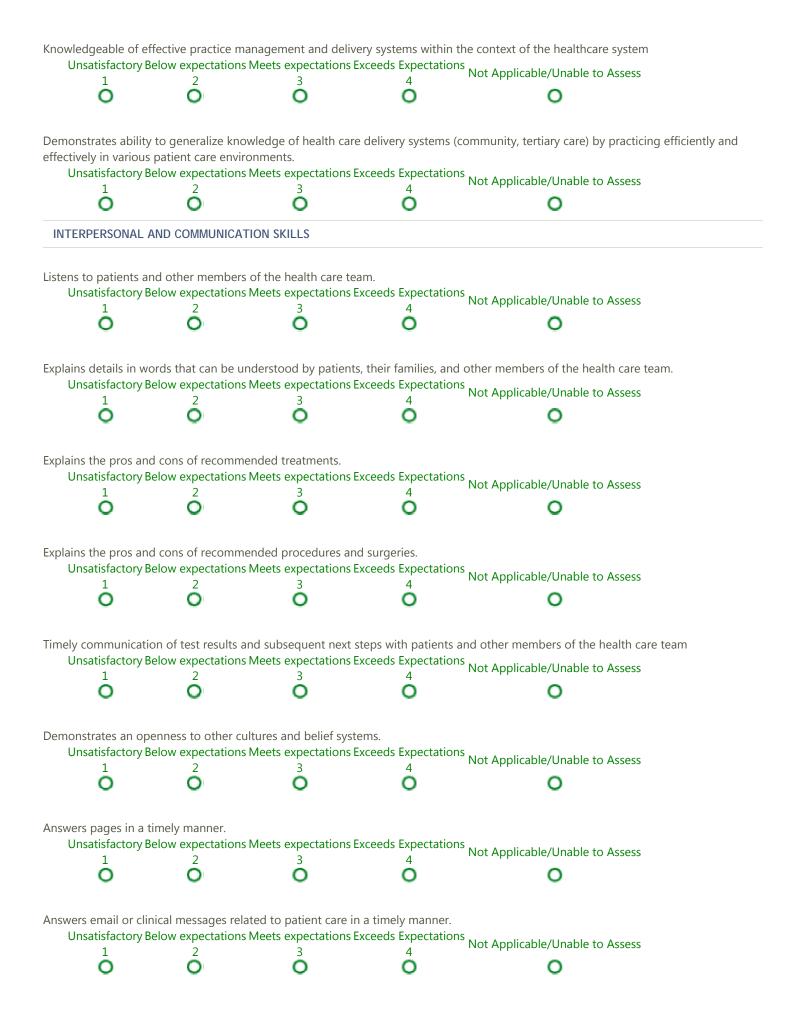| Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Understands indication for tests, procedures or surgery.

Not Applicable/Unable to Assess

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	
1	2	3	4	
O	O	O	O	O

Knowledgeable of alternative management approaches

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Demonstrates precise, sterile technique during procedures or surgery.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Dissection ability

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Ability to sequence steps during a procedure or operation

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Obtains informed consent prior to procedures and surgeries.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Appropriately supervises junior members of the team.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Knows when to ask for help.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Identifies major issues in patient care and makes timely decisions.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Recognizes and responds to emergencies.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Demonstrates the ability to manage patients with multiple complex medical problems.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

MEDICAL KNOWLEDGE

Understands the pathophysiology of the patient's medical condition and the mechanism by which the recommended treatment or procedure will improve the patient condition.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Uses the medical literature and evidence-based medicine in problem solving and medical decision making.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Integrates knowledge of biomedical, clinical, epidemiological, and social-behavioral sciences into clinical care practice.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

PRACTICE-BASED LEARNING AND IMPROVEMENT

Seeks and incorporates feedback.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Analyzes own practice for needed improvements.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Analyzes own strengths and limitations for needed improvements.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Self-directed learner demonstrated by setting learning and improvement goals

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Learns from errors and seeks to change practice and system issues that resulted in the error.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Applies research and statistical methods for practice improvement.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
O	O	O	O	O

Uses available information technology to inform knowledge and patient care.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	

○   ○   ○   ○   ○

Facilitates learning of others by completing assigned medical student and peer evaluations.
Unsatisfactory Below expectations Meets expectations Exceeds Expectations
        1   2   3   4   Not Applicable/Unable to Assess
        ○   ○   ○   ○   ○

Provides formative feedback to junior members of the health care team.
Unsatisfactory Below expectations Meets expectations Exceeds Expectations
        1   2   3   4   Not Applicable/Unable to Assess
        ○   ○   ○   ○   ○

Seeks consultation and supervision as needed.
Unsatisfactory Below expectations Meets expectations Exceeds Expectations
        1   2   3   4   Not Applicable/Unable to Assess
        ○   ○   ○   ○   ○

SYSTEMS-BASED PRACTICE

Coordinates patient care with a multidisciplinary team.
Unsatisfactory Below expectations Meets expectations Exceeds Expectations
        1   2   3   4   Not Applicable/Unable to Assess
        ○   ○   ○   ○   ○

Advocates for quality patient care within the health care system.
Unsatisfactory Below expectations Meets expectations Exceeds Expectations
        1   2   3   4   Not Applicable/Unable to Assess
        ○   ○   ○   ○   ○

Considers cost and risk-benefit when ordering tests.
Unsatisfactory Below expectations Meets expectations Exceeds Expectations
        1   2   3   4   Not Applicable/Unable to Assess
        ○   ○   ○   ○   ○

Considers cost and risk-benefit in patient care plan.
Unsatisfactory Below expectations Meets expectations Exceeds Expectations
        1   2   3   4   Not Applicable/Unable to Assess
        ○   ○   ○   ○   ○

Ability to organize and prioritize based on changes in patient condition and in the larger context of a health care team and system
Unsatisfactory Below expectations Meets expectations Exceeds Expectations
        1   2   3   4   Not Applicable/Unable to Assess
        ○   ○   ○   ○   ○

Identifies system errors, if present, and takes steps to implement potential solutions.
Unsatisfactory Below expectations Meets expectations Exceeds Expectations
        1   2   3   4   Not Applicable/Unable to Assess
        ○   ○   ○   ○   ○

Aware of how their practice management and delivery fits within the context of the mission of the larger health care system
Unsatisfactory Below expectations Meets expectations Exceeds Expectations
        1   2   3   4   Not Applicable/Unable to Assess
        ○   ○   ○   ○   ○

Knowledgeable of effective practice management and delivery systems within the context of the healthcare system

Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

Demonstrates ability to generalize knowledge of health care delivery systems (community, tertiary care) by practicing efficiently and effectively in various patient care environments.

Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

INTERPERSONAL AND COMMUNICATION SKILLS

Listens to patients and other members of the health care team.

Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

Explains details in words that can be understood by patients, their families, and other members of the health care team.

Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

Explains the pros and cons of recommended treatments.

Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

Explains the pros and cons of recommended procedures and surgeries.

Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

Timely communication of test results and subsequent next steps with patients and other members of the health care team

Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

Demonstrates an openness to other cultures and belief systems.

Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

Answers pages in a timely manner.

Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

Answers email or clinical messages related to patient care in a timely manner.

Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

Completes patient-related paperwork in a timely manner.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
○	◑	○	○	○

Communicates effectively with patients, team, and consultants during transitions in care (e.g., patient hand-offs, transfers, and discharges).

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
○	◑	○	○	○

Maintains comprehensive, timely, and legible medical records.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
○	◑	○	○	○

Notifies attending and members of the health care team of changes in the patient condition, pertinent results, and/or changes in the care plan in a timely manner.

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
○	◑	○	○	○

Accurate, succinct patient sign out that demonstrates prioritization of patient care responsibilities

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
○	◑	○	○	○

Effective teacher; creates safe learning environment

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
○	◑	○	○	○

Approachable and responsive to comments or concerns from patients, families, or other members of the health care team

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
○	◑	○	○	○

Able to function as a team member or leader

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
○	◑	○	○	○

PROFESSIONALISM

Shows compassion, integrity, and respect for patients and their families

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
○	◑	○	○	○

Shows respect for other members of the healthcare team

Unsatisfactory	Below expectations	Meets expectations	Exceeds Expectations	Not Applicable/Unable to Assess
1	2	3	4	
○	◑	○	○	○

Sensitive to diversity in gender, age, culture, race, religion, disabilities, sexual orientation, and socioeconomic status
Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

Supportive of other team members, a "team player"
Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

Provides appropriate balance of supervision and independence of junior members of the health care team
Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

Distributes work fairly among junior members of the health care team.
Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

Sets clear expectations for junior members of the health care team.
Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

Introduces self to patients and other members of the health care team.
Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

Calls patients by preferred name.
Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

Trainee is a positive role model.
Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

Listens and responds professionally when differing opinions regarding patient care and management are expressed by patients or other members of the health care team.
Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

Completes assigned evaluations of faculty supervisors in a timely manner.
Unsatisfactory Below Expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1   2   3   4
O   O   O   O   O

Completes assigned self-evaluation.
                                                                                 Not Applicable/Unable to Assess

Unsatisfactory Below expectations Meets expectations Exceeds Expectations
1 2 3 4

Accepts responsibility for own actions and decisions.
Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1 2 3 4

On time for rounds and patient care assignments
Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1 2 3 4

Professional performance is not impacted by personal issues.
Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1 2 3 4

Maintains appropriate professional boundaries
Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1 2 3 4

Reliable
Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1 2 3 4

TRAINEE AS TEACHER

Establishes goals for and expectations of junior team members.
Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1 2 3 4

Creates a safe learning environment.
Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1 2 3 4

Teaches history and physical examination at the bedside.
Unsatisfactory Below expectations Meets expectations Exceeds Expectations   Not Applicable/Unable to Assess
1 2 3 4

Return to Questionnaire List