

SUMMATIVE EVALUATION OF COMPETENCIES for 12-MONTH CLINICAL PHASE RESIDENTS

Global Resident Competency Rating Form

Resident's Name: _____
 Program Director Signature: _____ Date: _____

Please circle the number corresponding to the resident's performance in each area.

Unsatisfactory = Several behaviors performed poorly or missed (ratings 1, 2, or 3)

Satisfactory = Most behaviors performed acceptably (ratings 4, 5, or 6); satisfactory performance is described below

Superior = All behaviors performed very well (ratings 7, 8, or 9)

	UNSATISFACTORY			SATISFACTORY			SUPERIOR		
Professionalism									
1. Demonstrates integrity and ethical behavior; Accepts responsibility and follows through on tasks	1	2	3	4	5	6	7	8	9
	Takes responsibility for actions willingly; admits mistakes; puts patient needs above own interests; recognizes & addresses ethical dilemmas & conflicts of interest; maintains patient confidentiality; is industrious & dependable; completes tasks carefully & thoroughly; responds to requests in a helpful & prompt manner								
2. Practices within the scope of his/her abilities	1	2	3	4	5	6	7	8	9
	Recognizes limits of his/her abilities; asks for help when needed; refers patients when appropriate; exercises authority accorded by position and /or experience								
3. Demonstrates care and concern for patients and their families regardless of age, gender, ethnicity or sexual orientation; Responds to each patient's unique characteristics and needs	1	2	3	4	5	6	7	8	9
	Responds appropriately to patient & family emotions; establishes rapport; provides reassurance; is respectful & considerate; does not rush; is sensitive to issues related to each patient's culture, age, gender & disabilities; provides equitable care regardless of patient culture or socioeconomic status								
Interpersonal & Communication Skills									
4. Communicates effectively with patients and their families	1	2	3	4	5	6	7	8	9
	Allows patient to tell his/her own story; listens attentively; uses non technical language when explaining & counseling; involves patient or family in decision-making; encourages questions & checks for understanding; demonstrates ability to counsel patient and obtain informed consent								
5. Communicates effectively with other healthcare professionals	1	2	3	4	5	6	7	8	9
	Maintains complete & legible medical records; writes clear & concise consultation reports & referral letters; makes organized & concise presentations of patient information; gives clear & well-prepared presentations								
6. Works effectively with other members of the healthcare team	1	2	3	4	5	6	7	8	9
	Demonstrates courtesy to and consideration of consultants, therapists, & other team members; invites others to share their knowledge & opinions; makes requests not demands; negotiates & compromises when disagreements occur; handles conflict constructively								
Medical Knowledge									
7. Demonstrates basic science and up-to-date clinical knowledge	1	2	3	4	5	6	7	8	9
	Is able to identify & discuss pathophysiology of disease processes; can intelligently discuss diagnosis; evaluation & treatment of medical disorders; understands rationale for varied approaches to clinical problems; seeks new information by searching the literature & asking questions; cites recent literature when appropriate; asks knowledgeable & well-informed questions								
8. Uses knowledge & analytical thinking to address clinical questions	1	2	3	4	5	6	7	8	9
	Uses effective problem solving techniques; demonstrates sound clinical judgment; applies analytical approach to clinical situations								

COMMENTS (write on other side if needed)

	UNSATISFACTORY			SATISFACTORY			SUPERIOR		
Practice-based Learning & Improvement									
9. Understands concepts of Quality Improvement and integrates these into practice	1	2	3	4	5	6	7	8	9
	Compares own outcomes to accepted guidelines & national or peer data; reflects on critical incidents to identify strengths & weaknesses; monitors effects of practice changes& improvements.								
10. Critically evaluates scientific literature and applies to clinical practice	1	2	3	4	5	6	7	8	9
	Determines how learning deficits or weaknesses can be addressed; seeks feedback; does extra reading & practice when needed; seeks information from the literature; critically appraises research evidence for applicability to patient care; uses information technology (IT) resources to aid learning.								
11. Implements improvement activities	1	2	3	4	5	6	7	8	9
	Changes practice patterns & other behaviors in response to feedback; applies new skills or knowledge to patient care; tailors research evidence to care of individual patients; uses IT to improve patient care.								
12. Facilitates the learning of others	1	2	3	4	5	6	7	8	9
	Explains clinical reasoning & procedures to colleagues; provides clinically useful information in response to learner questions; directs learners to useful resources.								
Patient Care									
13. Demonstrates comprehensive assessment and management	1	2	3	4	5	6	7	8	9
	Obtains complete & accurate patient histories; performs thorough & appropriate physical exams; orders appropriate laboratory & radiological tests; integrates information meaningfully & coherently; generates appropriate differential diagnosis.								
14. Assesses problems and provides the ongoing management of patients	1	2	3	4	5	6	7	8	9
	Develops appropriate evaluation & treatment plan for patients; anticipates patient needs; effectively identifies & manages clinical problems; writes clear & appropriate plans; and arranges follow -up visits.								
15. Makes informed diagnostic and therapeutic decisions.	1	2	3	4	5	6	7	8	9
	Synthesizes evidence in making a diagnosis and subsequent therapeutic decisions; utilizes subspecialty consultation appropriately; identifies available resources to support decision; works collaboratively with consultants to ensure timely diagnostic/therapeutic interventions.								
16. Responds appropriately to the emergency clinical problems	1	2	3	4	5	6	7	8	9
	Quickly responds to changing clinical situations; initiates appropriate interventions; utilizes consultants to ensure appropriate clinical response.								
17. Demonstrates procedural skills appropriate to level of training	1	2	3	4	5	6	7	8	9
	Demonstrates appropriate manual technique and dexterity in performing procedures; shows appropriate confidence and proficiency with all technical aspects of the procedure; in performing a procedure, demonstrates awareness of the indications, contraindications and complications of the procedure.								
Systems-based Practice									
18. Provides cost-conscious, effective medical care	1	2	3	4	5	6	7	8	9
	Considers costs and benefits of tests & treatments; adheres to established patient care pathways; does not order unnecessary tests.								
19. Works to promote patient safety	1	2	3	4	5	6	7	8	9
	Identifies system causes of medical error; anticipates & responds to patient care problems; adheres to protocols that ensure patient safety; accepts input from the patient care team.								
20. Coordinates care with other healthcare providers	1	2	3	4	5	6	7	8	9
	Obtains consultation when needed; communicates with other providers; resolves differences in treatment plans; reconciles contradictory advice; Assures patient awareness of available care options; makes appropriate referrals; assists with arrangements & follow-up to ensure appropriate care.								

COMMENTS (write on other side if needed)