

Faculty Evaluation of Fellow Performance

Fellow: _____

Evaluation Dates: _____

Service: _____

Attending: _____

Instructions: Please evaluate this fellow's performance in each of the six ACGME competencies using the criteria detailed following each question: Professionalism, Communication, Medical Knowledge, Practice-Based Learning, Patient-Centered Care and Systems-Based Practice. For each of these criteria, select the numerical rating which best describes the fellow's skills and abilities for the particular component of their competence.

As you reflect on the specific aspects of this fellow's performance listed below, consider how his/her knowledge, skills, attitudes and behaviors *today* compare to what you and your program have targeted as the *ideal outcomes* for your trainee graduates to be considered fully competent physicians in their sub-specialty. As you assign a numeric value for each of the competency standards articulated below, keep in mind that it is in the fellow's best interest to receive feedback that is descriptive and honest—to do otherwise risks not being meaningful nor of much utility to their professional development.

Professionalism

Demonstrates respect, compassion, integrity, altruism and established trust in relationships with patients, families and colleagues.

| Does Not Meet the Standard | | | | Meets the Standard | | Exceeds the Standard | | |
|----------------------------|---|---|---|--------------------|---|----------------------|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

Shows a clear work ethic; behaves responsibly; is reliable, committed and cooperative.

| Does Not Meet the Standard | | | | Meets the Standard | | Exceeds the Standard | | |
|----------------------------|---|---|---|--------------------|---|----------------------|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

Attends conferences.

| Does Not Meet the Standard | | | | Meets the Standard | | Exceeds the Standard | | |
|----------------------------|---|---|---|--------------------|---|----------------------|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

Recognizes the limitations of their own knowledge and abilities; demonstrates a commitment to continuous professional development (e.g. identifies and calls upon faculty or nurse w/more skill in a procedure: pursues learning opportunities to enhance self-identified or demonstrated areas of weakness).

| Does Not Meet the Standard | | | | Meets the Standard | | Exceeds the Standard | | |
|----------------------------|---|---|---|--------------------|---|----------------------|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

Understands the principles of informed consent and is able to apply them in practice. (e.g. upholds a patient's legal rights and right to autonomy by facilitating access to educational, legal and people resources needed to complete consent process.

| Does Not Meet the Standard | | | | Meets the Standard | | Exceeds the Standard | | |
|----------------------------|---|---|---|--------------------|---|----------------------|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

Communication

Demonstrates communication skills that enable them to establish and maintain professional relationships with patients and their families.

| Does Not Meet the Standard | | | | Meets the Standard | | Exceeds the Standard | | |
|----------------------------|---|---|---|--------------------|---|----------------------|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

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Demonstrates effective written, verbal, and nonverbal communication with patients, families and colleagues.

| Does Not Meet the Standard | | | Meets the Standard | | | Exceeds the Standard | | |
|----------------------------|---|---|--------------------|---|---|----------------------|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

Demonstrates effective teaching skills.

| Does Not Meet the Standard | | | Meets the Standard | | | Exceeds the Standard | | |
|----------------------------|---|---|--------------------|---|---|----------------------|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

Medical Knowledge

Demonstrates a level of medical knowledge appropriate for the level of training.*

| Does Not Meet the Standard | | | Meets the Standard | | | Exceeds the Standard | | |
|----------------------------|---|---|--------------------|---|---|----------------------|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

Continually seeks to improve their knowledge of basic and clinical sciences.

| Does Not Meet the Standard | | | Meets the Standard | | | Exceeds the Standard | | |
|----------------------------|---|---|--------------------|---|---|----------------------|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

*Please make reference to the appropriate list of Goals & Objectives by PG Year.

Practice-Based Learning

Reflects on clinical practice to identify areas for improvement, then critically appraises the literature, defines the problem and incorporates the new information to optimize patient care.

| Does Not Meet the Standard | | | Meets the Standard | | | Exceeds the Standard | | |
|----------------------------|---|---|--------------------|---|---|----------------------|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

Articulates the patient problem, formulates relevant questions, identifies and manages sources of information, finds and critically appraises literature, and develops an appropriate plan of action.

| Does Not Meet the Standard | | | Meets the Standard | | | Exceeds the Standard | | |
|----------------------------|---|---|--------------------|---|---|----------------------|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

Management Skills for Systems-Based Practice

Demonstrates an understanding of the various approaches to the organization, financing, and delivery of healthcare. (e.g. applies cost-effective strategies to patient care yet advocates for patient quality of care).

| Does Not Meet the Standard | | | Meets the Standard | | | Exceeds the Standard | | |
|----------------------------|---|---|--------------------|---|---|----------------------|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

Effectively accesses and utilizes available sources, providers, and systems necessary to provide optimal patient care. (e.g. writes orders that demonstrate appropriate use of hospital policy to reduce errors; demonstrates an appropriate understanding of patients' cultural, social and community values).

| Does Not Meet the Standard | | | Meets the Standard | | | Exceeds the Standard | | |
|----------------------------|---|---|--------------------|---|---|----------------------|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

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Patient Care

Provides compassionate, appropriate and effective health care that is tailored to the patients. (e.g. attends to preventive, therapeutic and palliative aspects of care).

| Does Not Meet the Standard | | | Meets the Standard | | | Exceeds the Standard | | |
|----------------------------|---|---|--------------------|---|---|----------------------|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

Gathers accurate, essential information from medical interviews, physical examinations, medical records and diagnostic/therapeutic procedures.

| Does Not Meet the Standard | | | Meets the Standard | | | Exceeds the Standard | | |
|----------------------------|---|---|--------------------|---|---|----------------------|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

Please offer specific comments regarding your fellow's performance. (Global remarks such as "good fellow" or "read more" do not provide meaningful feedback.) Be as specific as possible and include reports of critical incidents for feedback and/or outstanding performance.

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This fellow's performance was particularly strong in:

- 1.
- 2.

Steps this fellow could take to improve his/her performance include:

- 1.
- 2.

What would this fellow need to accomplish in his/her patient care for you to entrust them with a member of your family?

Was the fellow given verbal feedback at the end of the rotation?

Yes

☐

No

☐

Signature

Faculty: _____

Fellow: _____