

Appendix 3. Faculty Evaluation of Resident in Program of Remediation

The Department of Obstetrics and Gynecology places a high value on clinical acumen, interpersonal skills and humanistic health care. This physician has been placed in a program of remediation to bolster his/her performance in each of these areas. In order to assess this physician's progress and overall performance, we are asking you to complete this form Please bear in mind the resident's level of training when completing this form.

1a. Patient Care

Completes accurate and comprehensive medical interviews; performs thorough physical examinations; makes diagnostic and therapeutic decisions based on available evidence, sound judgment and patient preferences.

Insufficient contact to judge	Unsatisfactory			Adequate			Outstanding		
0	1	2	3	4	5	6	7	8	9

1b. Patient Care

In surgery, prepares and positions patients appropriately; consistently demonstrates respect for tissues; observes sterile technique; is familiar with instruments and uses them appropriately; maintains flow of operation; demonstrates knowledge of basic gynecologic procedures.

Insufficient contact to judge	Unsatisfactory			Adequate			Outstanding		
0	1	2	3	4	5	6	7	8	9

1c. Patient Care

In the delivery room, performs obstetrical maneuvers appropriately and effectively and demonstrates knowledge of basic obstetric procedures.

Insufficient contact to judge	Unsatisfactory			Adequate			Outstanding		
0	1	2	3	4	5	6	7	8	9

1d. Patient Care - Ultrasound

In the ultrasound suite, positions patients appropriately; is familiar with equipment; demonstrates knowledge of basic ultrasound technique and procedures; makes diagnostic and therapeutic decisions based on available evidence, sound judgment and patient preferences.

Insufficient contact to judge	Unsatisfactory			Adequate			Outstanding		
0	1	2	3	4	5	6	7	8	9

2. Medical Knowledge

Comprehensive knowledge of basic and clinical sciences and mechanisms of disease.

Insufficient contact to judge	Unsatisfactory			Adequate			Outstanding		
0	1	2	3	4	5	6	7	8	9

3. Practice-Based Learning

Consistently evaluates own performance, incorporates feedback into improvement of skills; effectively uses technology to manage information for patient care and self-improvement; demonstrates interest in learning; completes appropriate documentation in the medical record.

Insufficient contact to judge	Unsatisfactory			Adequate			Outstanding		
0	1	2	3	4	5	6	7	8	9

Online appendix to Ratan RB, Pica AG, Berkowitz RL. A model for instituting a comprehensive program of remediation for at-risk residents. *Obstet Gynecol* 2008;112:1155–9.

4a. Interpersonal and Communication Skills – Patients and Families

Establishes effective therapeutic relationships with patients and families through listening, narrative and nonverbal skills; provides excellent education and counseling of patients and families.

Insufficient contact to judge	Unsatisfactory			Adequate			Outstanding		
0	1	2	3	4	5	6	7	8	9

4b. Interpersonal and Communication Skills – Peers and Faculty

Establishes effective working relationships with peers and attending faculty members through listening, narrative and nonverbal skills; responds well to feedback and alters performance appropriately.

Insufficient contact to judge	Unsatisfactory			Adequate			Outstanding		
0	1	2	3	4	5	6	7	8	9

4c. Interpersonal and Communication Skills – Junior Colleagues and Ancillary Staff

Establishes effective working relationships with junior colleagues, nurses, physician extenders and ancillary staff through listening, narrative and nonverbal skills; provides excellent education and guidance to junior residents, medical students and other trainees.

Insufficient contact to judge	Unsatisfactory			Adequate			Outstanding		
0	1	2	3	4	5	6	7	8	9

5. Professionalism

Demonstrates respect, compassion, integrity, honesty; teaches/role models responsible behavior; total commitment to self-assessment; willingly acknowledges errors; always considers needs of patients, families, colleagues.

Insufficient contact to judge	Unsatisfactory			Adequate			Outstanding		
0	1	2	3	4	5	6	7	8	9

6. Systems-Based Learning

Effectively accesses/utilizes outside resources; uses systematic approaches to reduce errors and improve patient care; assists in developing systems' improvement.

Insufficient contact to judge	Unsatisfactory			Adequate			Outstanding		
0	1	2	3	4	5	6	7	8	9

6. Ability to function independently

Able to make accurate and thorough diagnostic decisions, formulate comprehensive management plans and execute them appropriately. Able to function independently, without supervision, in the ambulatory clinic/office setting as well as in the higher acuity setting of the emergency room, operating room and/or labor & delivery suite.

YES

NO

Performance is at a level of competency suitable for his/her year of training and is on an appropriate trajectory for graduation from this residency program.

Comments:

Specific comments on this resident's performance.

Online appendix to Ratan RB, Pica AG, Berkowitz RL. A model for instituting a comprehensive program of remediation for at-risk residents. Obstet Gynecol 2008;112:1155–9.

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