

**Post Graduate Medical Education
Specialty and Sub-specialty Resident
Clinical Performance Evaluation Form**

<u>Period of Evaluation:</u> (

Name of PGR: _____ **Department :** _____ **(FCPS/MCPS/MD/MS) Clinical Experience** _____

DIRECTIONS: Please take a moment to evaluate the resident's clinical performance using the rating scale below. Any score of a "1" or "5" must be accompanied by an explanation. If you are unable to judge due to insufficient contact, please check **CJ (Cannot Judge)**.

Patient Care	Unsatisfactory	Marginal	Satisfactory	Very Good	Excellent	CJ
A. History and Physical Examination Skills.	1 Usually incomplete, superficial, unreliable. Exams are cursory or awkward	2	3 Adequate interviewing skills; usually complete exams. including review of systems	4	5 Always precise, accurate and thorough; systematic, efficient, focused exams; consistently thorough, elicits subtle	
B. Clinical Judgment and Diagnostic Acumen	1 Unable to analyze & synthesize clinical data; poor selection of tests/studies; differential diagnosis incomplete	2	3 Able to analyze & synthesize clinical data; differential diagnosis is acceptable; test selection appropriate, includes risk analysis	4	5 Consistently integrates data, including risks & benefits; excellent selection of diagnostic studies; comprehensive differential diagnosis	
C. Patient Management Skills	1 Unable to initiate proper therapy, modify when needed, and/or make critical decisions "under pressure"	2	3 Initiates and maintains patient care in an orderly & appropriate manner most of the time; sometimes has difficulty handling pressure	4	5 Consistently initiates patient care in an orderly and appropriate manner; handles "pressure" exceptionally well	
D. Technical (Procedural) Skills	1 Inconsistent performance; all thumbs; disregards patient comfort and safety	2	3 Adequate use of instruments; minimizes patient discomfort and risk	4	5 Extremely capable; rarely makes errors; very attentive to patient comfort and safety	
II. Medical Knowledge	Unsatisfactory	Marginal	Satisfactory	Very Good	Excellent	
A. General Knowledge	1 Limited understanding; major gaps in basics	2	3 Good understanding of essential information	4	5 Extensive knowledge; well integrated; impressive	
B. Specialty Medical Knowledge	1 Limited understanding; major gaps in basics	2	3 Good understanding of essential information	4	5 Understands complex patho physiology in specialty	
III. Practice-Based Learning & Improvement	Unsatisfactory	Marginal	Satisfactory	Very Good	Excellent	
A. Record Documentation	1 Incomplete, lacks critical information; contain inaccurate information; handwriting illegible	2	3 Patient records are complete and accurate; handwriting readable; needs occasional reminder	4	5 Comprehensive, concise and accurate records; handwriting readable; never needs a reminder	

B. Dictation of Operative Notes/Discharge Summaries	1 Late, incomplete and/or delinquent notes; fails to heed warnings; many complaints	2	3 Operative notes, discharge summaries completed in a timely manner; responds to reminders	4	5 Dictations are well-organized and thorough; always on time; rarely needs a reminder
C. Self-Directed Learning	1 Shows no evidence of reading; ignores self assessment & feedback; avoids technology	2	3 Shows evidence of reading; intermittent self assessment; incorporates technology	4	5 Voracious reader, shows articles; performs self-assessment and accepts feedback; leader in use of technology
IV. Professionalism	Unsatisfactory	Marginal	Satisfactory	Very Good	Excellent
A. Respect	1 Disrespectful; lacks compassion; inconsiderate	2	3 Usually respectful, compassionate & Considerate	4	5 Consistently respectful, compassionate & considerate
B. Integrity	1 Dishonest; avoids responsibility for errors	2	3 Honest; recognizes errors & takes responsibility	4	5 Unquestionable honesty; takes initiative to address errors
C. Appearance	1 Fails to follow dress code; ignores feedback	2	3 Follows dress code; responds to feedback	4	5 Exemplary appearance; always adheres to dress code
V. Interpersonal & Communication Skills	Unsatisfactory	Marginal	Satisfactory	Very Good	Excellent
A. Case Presentations	1 Disorganized and incomplete; difficult to comprehend; sloppy	2	3 Organized; contains the most important information; lacks details occasionally	4	5 Exceptionally well-organized and concise; very polished presentations
B. Sign-out/Cross Coverage	1 Inappropriate sign-outs; lacks understanding during cross coverage	2	3 Sign-outs contains most important information; appropriate follow-up of patients	4	5 Thorough, detailed sign-outs; handles cross coverage well
C. Effectiveness with Patients and Families	1 Avoids contact with patients; sensitive, disrespectful; does not listen; tactless.	2	3 Good contact with patients; deals with their emotional and personal needs when necessary	4	5 Very skillful; shows sensitivity, respect and insight; patients express confidence and make compliments
D. Effectiveness with Faculty, Staff and Other Health Professionals	1 Does not cooperate well, interact amicably and/or work productively with others	2	3 Works well with others; cooperative and productive most of the time	4	5 Cooperates extremely well, a real team player; works productively with others; others express confidence
E. Clinical and Didactic Teaching Skills	1 Displays a general lack of interest in teaching; poor presentations; many complaints	2	3 Teaches students, interns and colleagues when asked; no complaints; adequate presentations	4	5 Demonstrates a strong interest in teaching others; many positive comments; excellent presentations

VI. System-Based Practice	Unsatisfactory	Marginal	Satisfactory	Very Good	Excellent	
A. Resource Utilization	1 Poor utilization; resists improvement	2	3 Adequate utilization; strives to improve	4 Effective utilization; reduces errors; remarkable improvements	5	

Suggestions: _____

Strengths: _____

Weaknesses: _____

Overall rating of resident performance:

UNSATISFACTORY MARGINAL SATISFACTORY VERY GOOD EXCELLENT

Signature of Evaluator: _____ Date: _____

Signature of Resident: _____ Date: _____

Signature of Director SPGMI: _____ Date: _____