Faculty Evaluation of Resident

Evaluator: Subject:
Rotation:
Program:

Please check the skill level for each assessed skill. Provide additional comments as appropriate.

PATIENT CARE
1) Perioperative care

Novice: Struggles with routine perioperative patient care.
Beginner: Provides routine perioperative care with guidance; supervision required.
Competent: Provides acceptable periop patient care; consistently available; returns phone calls; follows patient management plans through to implementation.
Proficient: Perioperative care provided in multiple environments; clear consistent interventions.
Expert: Solves complex perioperative care problems easily; a source expert.

PATIENT CARE
2) Decision making

Novice: Unable to make decisions, may be "paralyzed by thought".
Beginner: Makes decisions with prompting; may defer decision to others.
Competent: Makes decisions in standard environments with thought (even under stress) based on appropriate data; synthesizes clinical and scientific information in logical ways.
Proficient: Effective decision making in most clinical situations; decisions lead to improved outcomes; decisions made in multiple environments, often with incomplete data.
Expert: Decisive in all situations with thoughtful sound judgment; respectful of others; makes complex decisions in multiple environments, often with time constraints and incomplete data.

PATIENT CARE
3) Clinical effectiveness

Novice: "Clinical-factual disassociation" e.g. unable to apply medical knowledge to the individual patient; patient safety may be at risk.
Beginner: Applies basic surgical knowledge to the individual patient; may be inefficient or uncertain; generally maintains patient safety.
Competent: Ability to use clinical knowledge and apply it effectively to the individual patient in most situations; works to incorporate technical advances in surgical technique into skill base and clinical practice; patient safety consistently maintained.
Proficient: Applies effective clinical care for the majority of patients; mobilizes the team and the system to accomplish desired goals.
Expert: Rapid diagnosis and application of expert knowledge (as an individual or as a team) to simple and complex patient care, accommodating clinical variability, and in various patient care systems.

**PATIENT CARE**

4) **Overall impression of technical skills**

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<tr>
<th>Novice</th>
<th>Beginner</th>
<th>Competent</th>
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<th>Expert</th>
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Novice: Uncoordinated, generally makes technical errors; very slow or unable to improve in a timely manner.
Beginner: Inconsistent application of technical skills; occasionally makes errors.
Competent: Operates with economical and fluid maneuvers; good hand-eye coordination; expected consistent application of technical skills; good surgical outcomes.
Proficient: Consistent techniques in standard clinical situations; able to manage most clinical variations and accommodate for those variations in the conduct of operation.
Expert: Outstanding manual dexterity, "slick", excellent outcomes; technically facile; able to manage all (simple and complex) clinical variations leading to successful outcomes.

**PATIENT CARE**

5) **Surgical judgement**

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<tr>
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Novice: Evaluates surgical patients, usually recognizes emergencies which threaten life or limb and require emergency care.
Beginner: Develops appropriate judgement to recommend operations; consistently recognizes emergencies which threaten life or limb and require emergency care.
Competent: Serves as the primary leader on the service; demonstrates the ability to decide upon and perform procedures at a semi-independent level, with level-specific supervision.
Proficient: Demonstrates the ability to recommend and perform surgical procedures in an independent and safe manner, without direct supervision.
Expert: Consistently refines mature surgical judgement; manages the complexities of a large clinical and/or academic service to ensure optimal perioperative and operative care.

**MEDICAL KNOWLEDGE**

6) **Application of medical knowledge**

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<tr>
<th>Novice</th>
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Novice: Not prepared for patient care experiences, OR, etc.
Beginner: Ill-prepared; inconsistent or variable preparation for the OR; may have missed pertinent information applicable to planned operation.
Competent: Prepared; knows current medical information pertaining to patient and to operation.
Proficient: Applies clinical knowledge in general situations, consistently, to manage peri-operative and intra-operative clinical scenarios.
Expert: Critically evaluates literature; identifies areas of controversy; assimilates clinical information in different ways to create new knowledge.
applies knowledge to simple and complex situations.

**PROFESSIONALISM, PRACTICE-BASED LEARNING AND IMPROVEMENT**

7) **Accountability**

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<tr>
<th>Novice</th>
<th>Beginner</th>
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**Novice**: Defers responsibility to others; reactive; may avoid some situations.

**Beginner**: Responsible; generally requires consistent oversight.

**Competent**: Responsible for individual decisions; occasional oversight needed; learns from experience.

**Proficient**: Completely dependable; always responsible for consequences of patient care; reflects on outcomes.

**Expert**: Balances complex decisions with variable outcomes to ensure optimal success; responsible for excellent current and future care.

**PROFESSIONALISM, PRACTICE-BASED LEARNING AND IMPROVEMENT, PATIENT CARE**

8) **Quest for excellence**

<table>
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<tr>
<th>Novice</th>
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**Novice**: Lets the system dictate practice; just goes along.

**Beginner**: Tries to improve care of the patient; may be constrained by others or the system itself.

**Competent**: Responsible for individual decisions; occasional oversight needed; learns from experience.

**Proficient**: Committed to the highest standards; engages others to accomplish specific goals in a variety of situations; effective simple/single improvement efforts.

**Expert**: Consistently achieves excellence in simple and complex situations; effective broad improvement efforts.

**PROFESSIONALISM**

9) **Physician relationships**

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<tr>
<th>Novice</th>
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<th>Proficient</th>
<th>Expert</th>
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</table>

**Novice**: Requests consultations as appropriate.

**Beginner**: Communicates effectively with other physicians; provides clear rationale for consultation.

**Proficient**: Establishes and maintains professional relationships with other physicians; responsible to colleagues and their needs.

**Expert**: Demonstrates an understanding of the importance of networking in the professional environment and how it can facilitate optimal patient care.

**PROFESSIONALISM, PRACTICE-BASED LEARNING AND IMPROVEMENT**

10) **Decision making**

<table>
<thead>
<tr>
<th>Novice</th>
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**Novice**: Requests consultations as appropriate.

**Beginner**: Communicates effectively with other physicians; provides clear rationale for consultation.

**Proficient**: Establishes and maintains professional relationships with other physicians; responsible to colleagues and their needs.

**Expert**: Demonstrates an understanding of the importance of networking in the professional environment and how it can facilitate optimal patient care.
**Novice**: Gathers pertinent information for clinical decisions.

**Beginner**: Uses information technology to manage information and access the latest in online medical information to make decisions.

**Competent**: Makes informed decisions about interventions based on patient information and preferences, up-to-date scientific evidence, and clinical judgement.

**Proficient**: Explores and considers multiple options when making decisions; makes consistently good decisions; timely.

**Expert**: Systematically evaluates contradictory and confusing data to make excellent decisions in simple and complex situations.

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**PROFESSIONALISM, INTERPERSONAL AND COMMUNICATION SKILLS**

11) **Integrity**

**Novice**: Not entirely dependable, requires ‘double checking’ or follow-up to ensure task completion; may be inefficient.

**Beginner**: Acts in a trustworthy way; tells the truth; may be inefficient from time to time; generally tries to do the right thing; maintains ethical standards and moral boundaries.

**Competent**: Demonstrates a responsibility to the patient that supercedes self interest; honest, dependable; understands the values and mission of the group.

**Proficient**: Stands firm when needed and respectful of others; advocates in an honest manner; upholds and demonstrates the values and mission of the group despite challenges.

**Expert**: Relates effectively and professionally to all; honorable; exemplifies the values and mission of the group.

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**PROFESSIONALISM**

12) **Professionalism**

**Novice**: Occasional unprofessional or disrespectful behaviors.

**Beginner**: Maintain ethical and professional behavior; ensures continuity of patient care, sensitive to age, gender, and culture of patients and other health care professionals.

**Competent**: Shows self-initiative, reliability, and integrity; maintains professional, responsive, and mutually respectful behaviors.

**Proficient**: Adopts the attitude that the physician is the health care advocate of the patient; maintains the traditional physician patient relationship despite challenges.

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**PROFESSIONALISM, PRACTICE-BASED LEARNING AND IMPROVEMENT**

13) **Professional development**

**Novice**:  

**Beginner**:  

**Competent**:  

**Proficient**:  

**Expert**:  

**N/A**:  

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Remaining Characters: 5000
Novice: Variable commitment to improving professional skills.
Beginner: Tries to improve professional skills; does not consistently learn from experience; may repeat mistakes.
Competent: Demonstrates a personal commitment to learning all aspects of cardiothoracic surgery.
Proficient: Actively works toward obtaining and maintaining the skills of a capable surgeon.
Expert: Maintains and improves professional skills and competencies and the conduct required for surgical practice in multiple settings.

PROFESSIONALISM, INTERPERSONAL AND COMMUNICATION SKILLS

14) Ethics

Novice: Reads and participates in conference discussions of ethical issues which affect patients.
Beginner: Understands behaviors that reflect a commitment to ethical practice, sensitivity to diversity, and responsible attitudes.
Competent: Maintains ethical standards and moral boundaries; responsive to culture, age, gender, patient disability, and to the indigent and underserved.
Proficient: Develops personal, professional, leadership, and interpersonal skills necessary for independent ethical practice as a specialist in surgery.
Expert: Maintains a routine self-assessment and process for personal refinement of understanding and developing a mature professional and ethical behavior.

PROFESSIONALISM, SYSTEMS-BASED LEARNING AND IMPROVEMENT

15) Medical records

Novice: Gathers patient information; no or little documentation.
Beginner: Provides and reports findings from medical records, labs, radiology, pathology, etc.; medical record documentation untimely.
Competent: Writes timely medically appropriate, legible, and error-free notes and orders for complex cases, including OR and ICU areas; occasional deficiencies.
Proficient: Maintains legible and timely medical records; rare or no deficiencies; correct deficiencies promptly; generally timely communication with other physicians.
Expert: Consistent timely and satisfactory completion of medical records; prompt communication with referring physicians and others.

PROFESSIONALISM, INTERPERSONAL AND COMMUNICATION SKILLS

16) Leadership

Novice: Follower, responds to direct instructions or orders.
Beginner: Reactive, not proactive; accomplishes necessary tasks.
Competent: Achieves the confidence of others, engages others and overcomes difficulty to accomplish goals.
Proficient: Creates and leads the team; sets the example; inspires confidence.
Expert: Leads small and large groups to accomplish personal, team, and institutional goals.
**INTERPERSONAL AND COMMUNICATION SKILLS**

17) **General communication**

Novice: Does not express ideas clearly; inarticulate.
Beginner: Listens to others; expresses ideas clearly.
Competent: Demonstrates flexibility and adapts communication style to different situations; is clear with patient care staff about expectations.
Proficient: Handles conflict constructively; maintains professional, responsive, and mutually respectful working relationships with others; attempts to understand others' reasoning when they disagree.
Expert: Demonstrates clear communication with respect and compassion regardless of pressures; addresses tense or emotional issues; willing to discuss controversial topics.

**INTERPERSONAL AND COMMUNICATION SKILLS, PATIENT CARE, MEDICAL KNOWLEDGE, PROFESSIONALISM**

18) **Patient communication**

Novice: Provides information to patient and family.
Beginner: Informs patients and consults the reason for the consult or appointment, clinical impression, and care recommendations.
Competent: Effectively counsels and educates patients and families.
Proficient: Clear, engaging, compassionate communication; professional behaviors; sensitive to non-verbal concerns.
Expert: Altruistic; conducts sensitive and complex discussions regarding medical, ethical, and legal aspects of perioperative, intra-operative, and critical care (withdrawal of life sustaining treatments, DNR, Living Will, etc.).

**INTERPERSONAL AND COMMUNICATION SKILLS, PROFESSIONALISM, PATIENT CARE**

19) **Team communication**

Novice: Ineffective or inconsistent communication with team members; team unclear of plans or patient goals.
Beginner: Communicates effectively with team members; timely and efficient communication with others.
Competent: Coordinates team efforts; enhances team morale; effectively serves as a liaison between patient and team; talks to staff; listens; engaged.
Proficient: Engages team in decisions; fosters collaboration; demonstrates organizational and teaching skills for team efficiency.
Expert: Prioritizes team activities; manages simple and complex situations in multiple environments; encourages team to generate new ideas; selects/implements new ideas.

**INTERPERSONAL AND COMMUNICATION SKILLS, MEDICAL KNOWLEDGE, SYSTEMS-BASED PRACTICE**

20) **Informed**

Comments
Novice: States risks and benefits of procedures to patient and family; may omit some elements of informed consent.

Beginner: Informs patient and family on the risks, benefits, alternatives, complications, and indications to common cardiothoracic surgical procedures.

Competent: Provides informed consent for the non-English speaker; overcomes these difficulties by using interpretation services and uses verbal and non-verbal skills to communicate effectively with patient.

Proficient: Provides clear diagnosis, implications, recommended treatment (including operations), and outcomes; relates outcomes to the patient's situation and condition.

Expert: Counsels patients on the risks, goals, limits, and alternatives to cardiothoracic surgical procedures, with an emphasis on complex cardiothoracic surgery.

INTERPERSONAL AND COMMUNICATION SKILLS, PROFESSIONALISM

21) Independence and interdependence

Novice: Works alone; does not seek advice or guidance.

Beginner: Functions independently to accomplish goals outside of direct demands.

Competent: Works collaboratively with people around him; knows that his/her individual actions affect the performance of others.

Proficient: Works together with others as a team; functions as an outstanding team leader.

Expert: Builds and leads team; engages others; leads constructive change for better patient care.

INTERPERSONAL AND COMMUNICATION SKILLS, PRACTICE-BASED LEARNING AND IMPROVEMENT, PROFESSIONALISM

22) Self assessment

Novice: Maintains a presentable appearance including adequate hygiene and appropriate dress.

Beginner: Evaluates self-image and assumptions; demonstrates insight into personal character and temperament and how they impact work.

Competent: Seeks guidance and advice; critically self-assesses abilities; understands personal limitations; keeps set-backs and unsuccessful experiences in perspective.

Proficient: With assistance, develops short- and long-term goals to improve deficiencies; works to effectively remedy deficiencies; explores new knowledge.

Expert: Critically assesses and independently identifies deficiencies; independently creates educational programs to correct deficiencies in patient care or other areas.

PRACTICE BASED LEARNING AND IMPROVEMENT

23) Practice improvement

Novice: Never analyzes nor improves own practice; does not consider (or discounts) clinical results or personal feedback.
Beginner: Considers how daily tasks are performed; strives to be efficient; generally timely.
Competent: Analyzes and improves own practice based on personal data, feedback, and current medical knowledge; meets standards.
Proficient: Compares personal results to other individual and group practice results; works to identify areas of superior and inferior performance; remedies inferior performance areas.
Expert: Seeks to be on the ‘cutting edge’, applies this knowledge to patient care.

**PRACTICE-BASED LEARNING AND IMPROVEMENT**

24) **Practice assessment**

Novice: Maintains a personal operative log.
Beginner: Demonstrates an ongoing and improving ability to learn from others and from errors.
Competent: Reviews individual practice outcomes at routine intervals.
Proficient: Critiques personal practice outcomes; develop strategies for improving practice; monitors progress; examines group outcomes.
Expert: Evaluates patient care outcomes from personal and group practice; identifies areas for improvement; evaluates cause and implements corrective plans.

**PRACTICE BASED LEARNING AND IMPROVEMENT, PROFESSIONALISM**

25) **Evidence based medicine**

Novice: Provides patient care without the consistent use of guidelines and pathways.
Beginner: Practices "Evidence Based Medicine" through the use of Practice Guidelines and Clinical Pathways.
Competent: Identifies areas of practice where current knowledge is inaccurate or inadequate; participates in clinical improvement efforts.
Proficient: Establishes an evidence-based approach to patient care; demonstrates critical appraisal of evidence from scientific studies; incorporates these care processes into practice.
Expert: Creates new guidelines and pathways based on medical evidence supporting these improvements; incorporates these changes into patient care areas.

**SYSTEMS BASED PRACTICE, MEDICAL KNOWLEDGE, PROFESSIONALISM**

26) **Systems based practices**

Novice: Uses surgical literature and evidence based medicine.
Beginner: Develops proficiency in the rational use of surgical literature and evidence-based medicine (defends discussions and recommendation with scientific evidence).

Competent: Develop a basic understanding of, and participate in, the evaluation of surgical literature for credibility and applicability.

Proficient: Demonstrates a familiarity with the surgical literature appropriate for an independent surgeon capable of life-long learning.

Expert: Participates actively and/or leads regional/national/international conferences; demonstrates a high level of global awareness regarding cardiothoracic surgery, basic and applied research, and literature.

**SYSTEMS BASED PRACTICE, PATIENT CARE**

27) **Patient management**

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Novice: Writes consultation notes with recommendations; may have missing components from the impression or plan.

Beginner: Writes legible and organized consultation notes to communicate assessment and recommendations; develops, defends, and carries out a rational plan of care for patients.

Competent: Makes patient management plans and decisions for the usual patients with minimal attending staff oversight.

Proficient: Independently establishes and implements effective patient-care plans; makes patient management plans and decisions for simple and complex situations with minimal attending staff involvement.

Expert: Creates patient care plans as independent surgeon; guides others in the more effective evaluation and management of a variety of simple and complex patients with significant clinical variations.

**SYSTEMS BASED PRACTICE, PATIENT CARE, PROFESSIONALISM**

28) **Quality and cost of care**

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Novice: Critically assesses the quality of care as discussed during Staff Rounds and weekly conferences.

Beginner: Delivers patient care with an understanding of cost vs. benefit considerations, medical economics, outcome analysis, quality improvement, and medico-legal issues.

Competent: Practices high quality, cost effective, evidence based care; demonstrates knowledge of risk-benefit and cost-benefit analysis, medical economics, outcomes analysis, and quality improvement.

Proficient: Advocate for high-quality patient care and assists patients with system complexities.

Expert: Actively participates in clinical scholarship to improve patient care, e.g., improved outcomes, reduced costs, larger populations served.

**OVERALL ASSESSMENT OF ACGME COMPETENCIES**

29) **Suitability as a cardiothoracic surgeon**

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<th>Novice</th>
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Novice: Unsuitable; fundamental ACGME competencies absent; will need to acquire new skills to meet clinical, ACGME, or curriculum competencies.

Beginner: Combination of skills are inferior to expectations for PGY level; may not become capable of safe and independent practice of the specialty if deficiencies persist.

Competent: In general "has what it takes": meeting curriculum and ACGME competencies; skills evolving as expected leading to the safe and independent practice of the specialty without direct oversight.
**Proficient:** Has the spectrum of skills expected of a practicing cardiothoracic surgeon; capable of safe and independent practice of the specialty without direct oversight.

**Expert:** Has the skills expected of an adept practicing cardiothoracic surgeon; manages the spectrum of simple to complex patient scenarios and accommodates clinical variability leading to successful outcomes.

Overall Comments: