

Baraboo Family Practice Residency Program Resident Evaluation Form

Resident: _____

Date: _____

The evaluation of residents is now being done by using competencies. This evaluation form is designed as a checklist to make the evaluation process easiest to fill out but thorough in evaluating the competencies. Please check the appropriate boxes. The last section refers to any personal experiences you may have had with the residents. You can complete this last section in one of 3 ways.

- Write out your experience in the space provided
- Use Linda Damos' voice mail and verbally relate your experiences
- Come to the evaluation meeting

Thank you for taking the time to assist your colleagues in their growth as a physician.

COMPETENCY 1 – PATIENT CARE

	Strongly Disagree			Strongly agree		Cannot Evaluate
	1	2	3	4	5	
Communicates effectively and demonstrates caring and respectful behaviors when interacting with patients and their families						
Gathers essential and accurate information about their patients						
Makes informed decisions about diagnostic and therapeutic interventions based on patient information and preferences, up-to-date scientific evidence, and clinical judgment						
Develops and carries out patient management plans						
Counsel and educates patients and their families						
Uses information technology to support patient care decisions and patient education						
Performs competently all medical and invasive procedures considered essential for the area of practice						
Provides health care services aimed at preventing health problems or maintaining health						
Works with health care professionals, including those from other disciplines, to provide patient-focused care						

TOTAL SCORE THIS COMPETENCY _____

COMPETENCY 2--- MEDICAL KNOWLEDGE

	Strongly Disagree 1	2	3	4	Strongly Agree 5	Cannot Evaluate
Demonstrates an investigatory and analytic thinking approach to clinical situations						
Know and applies the basic and clinically supportive sciences which are appropriate to their discipline						

TOTAL SCORE THIS COMPETENCY _____

COMPETENCY 3 --- PRACTICE-BASED LEARNING AND IMPROVEMENT

	Strongly Disagree 1	2	3	4	Strongly Agree 5	Cannot Evaluate
Analyzes practice experiences and performs practice-based improvement activities using a systematic methodology						
Locates, appraises, and assimilates evidence from scientific studies related to their patients' health problems						
Obtains and uses information about their own population of patients and the larger population from which their patients are drawn						
Applies knowledge of study designs and statistical methods to the appraisal of clinical studies and other information on diagnostic and therapeutic effectiveness						
Uses information technology to manage information, access on-line medical information; and support their own education						
Facilitates the learning of students and other health care professionals						

TOTAL SCORE THIS COMPETENCY _____

COMPETENCY 4 --- INTERPERSONAL AND COMMUNICATION SKILLS

	Strongly Disagree				Strongly Agree		Cannot Evaluate
	1	2	3	4	5		
Creates and sustains a therapeutic and ethically sound relationship with patients							
Uses effective listening skills and elicits and provides information using effective nonverbal, explanatory, questioning, and writing skills							
Works effectively with others as a member or leader of a health care team or other professional group							

TOTAL SCORE THIS COMPETENCY _____

COMPETENCY 5 --- PROFESSIONALISM

	Strongly Disagree				Strongly Agree		Cannot Evaluate
	1	2	3	4	5		
Demonstrates respect, compassion, and integrity							
Demonstrates a commitment to ethical principles pertaining to provision or withholding of clinical care, confidentiality of patient information, informed consent, and business practices							
Demonstrates sensitivity and responsiveness to patients' culture, age, gender, and disabilities							

TOTAL SCORE THIS COMPETENCY _____

COMPETENCY 6 --- SYSTEMS-BASED PRACTICE

	Strongly Disagree				Strongly Agree		Cannot Evaluate
	1	2	3	4	5		
Understands how their patient care and other professional practices affect other health care professionals, the health care organization, and the larger society and how these elements of the system affect their own practice							
Knows how types of medical practice and delivery systems differ from one another, including methods of controlling health care costs and allocating resources							
Practices cost-effective health care and resource allocation that does not compromise quality of care							
Advocates for quality patient care and assist patients in dealing with system complexities							
Knows how to partner with health care managers and health care providers to assess, coordinate, and improve health care and know how these activities can affect system performance							

TOTAL SCORE THIS COMPETENCY _____

TOTAL SCORE OVERALL _____

The last section refers to any personal experiences you may have had with the residents. You can complete this section in one of 3 ways.

- **Write out your experience in the space provided**
- **Use Linda Damos' voice mail and verbally relate your experiences (355-7270 or 7270)**
- **Come to the evaluation meeting**

These examples should illustrate *the reasons for your answers above*. They may relate to a;

- Staffing encounter
- A diagnostic or treatment decision
- Organizing consultants for a difficult medical problem
- Recognizing and handling a serious psychosocial problem
- Procedures
- Your observation of the resident via video or a joint visit. What specific behaviors can you comment on?