

PEDIATRIC RESIDENT FEEDBACK RUBRIC (PGY1-4)

Resident: _____ Location: _____ Date completed: ___/___/___

Please select the best descriptor of your role: Admin Nurse Other : please specify _____

Please estimate the number of encounters you have had with this Resident in the last month: Less than 5 5-9 10 or more

Your participation is completely voluntary. You are under no obligation to respond and may skip any item you are uncomfortable rating.

Confidentiality: Your feedback is anonymous.

Instructions: Please consider your most recent encounters with the Resident. First review each item in the “Developing” column of the rubric and decide whether the resident’s performance was below (Opportunities for growth), at (Developing), or above (Achieving) that level.

Please rate on the scale of 1-10 (1=Worst, 10=Best); select N/A for items that describe behaviours you did not experience with this resident.

L* = Borderline low, BH* = Borderline high, H* = High, N/A = Not assessed at this time

| CanMEDS | Opportunities for Growth | L* | | | Developing | BH* | | | | Achieving | H | | |
|--------------------------------------|---|----|---|---|---|-----|---|---|---|---|---|---|----|
| | | 1 | 2 | 3 | | 4 | 5 | 6 | 7 | | 8 | 9 | 10 |
| Communicator N/A _____ | • Difficulty communicating with parents and families | | | | • Some misunderstanding when communicating with patients and families | | | | | • Communicates well and consistently with patients and families | | | |
| | • Did not display empathy towards patient’s and family’s needs | | | | • Responded to patient’s needs for comfort and support | | | | | • Anticipated patient’s needs and planned accordingly | | | |
| | • Did not respond to patient’s need for info | | | | • Discussed plan of care with patient | | | | | • Provided on-going info to patient | | | |
| | • Ignored rights & choices of patient when planning care | | | | • Rights and choices of patient were usually accommodated | | | | | • Rights and choices of patient guided planning of care | | | |
| | • Overwhelmed by demanding interpersonal situations | | | | • Handled demanding interpersonal situations | | | | | • Managed demanding interpersonal situations with compassion | | | |
| Collaborator N/A _____ | • Difficulty communicating medical plans and orders | | | | • Expressed ideas clearly | | | | | • Adapted explanations with ease | | | |
| | • Defensive about questions | | | | • Responded well to questions | | | | | • Verified understanding | | | |
| | • Ignored suggestions from team | | | | • Receptive to feedback from team | | | | | • Actively sought input from team | | | |
| | • Documentation was inaccurate/incomplete | | | | • Documentation may have been unclear | | | | | • Documentation was clear | | | |
| Leader N/A _____ | • Appeared overwhelmed in complex situations | | | | • Responded effectively in complex situations | | | | | • Demonstrated leadership in complex situations | | | |
| | • Appeared overwhelmed by workload | | | | • Rarely overwhelmed by workload | | | | | • Managed workload effectively | | | |
| | • Uncertain/indecisive | | | | • Solved problems/made decisions with minimal delay | | | | | • Solved problems/made decisions as they arose | | | |
| | • Appeared overwhelmed in complex situations | | | | • Responded effectively in complex situations | | | | | • Demonstrated leadership in complex situations | | | |
| Advocate N/A _____ | • Did not consider need for additional inpatient services/discharge plans | | | | • Identified need for additional inpatient services/ discharge plans | | | | | • Advocated for patients’ access to inpatient and outpatient services | | | |
| Scholar N/A _____ | • Did not acknowledge others’ learning needs | | | | • Identified others’ learning needs | | | | | • Supported others’ learning | | | |
| | • Disregarded feedback | | | | • Accepted feedback | | | | | • Sought feedback | | | |
| Professional N/A _____ | • Did not seek assistance when required | | | | • Aware of personal limitations | | | | | • Sought consultation/supervision freely | | | |
| | • Avoids responsibility for patient care | | | | • Aware of patient care responsibilities | | | | | • Accepted responsibility for patient care | | | |
| | • Disregarded patient privacy & confidentiality | | | | • Respected patient privacy & confidentiality | | | | | • Encouraged others’ respect for patient privacy & confidentiality | | | |

Additional comments:
