

**DEPARTMENT OF PAEDIATRICS – POSTGRADUATE EDUCATION  
CTU-WINDSOR IN-TRAINING EVALUATION FORM**

RESIDENT: \_\_\_\_\_ PGY Level: \_\_\_\_\_ ROTATION & SITE: CTU - Windsor

ROTATION BLOCK/DATES: \_\_\_\_\_ ACAD.YR: \_\_\_\_\_

**INTRODUCTION**

Number of clinical days for this rotation (19 or 20) \_\_\_\_\_

Number of days resident was absent for ANY reason (excluding post-call days) \_\_\_\_\_

**The resident must complete at least 15 days or 75% of the rotation or it will consider INCOMPLETE.**

<b>MEDICAL EXPERT</b>	<b>Not Applicable</b>	<b>1 Does Not Meet Expectations</b>	<b>2 Borderline</b>	<b>3 Meets Expectations</b>
<b>a. Basic and Clinical Knowledge</b> Demonstrates a good understanding of basic scientific and clinical knowledge relevant to the clinical domain.				
<b>b. History and Physical Examination Skills</b> Takes a history with the appropriate level of detail for the situation. Performs a physical examination that is focused, efficient, organized and sensitive to the patient.				
<b>c. Problem Solving</b> Demonstrates ability to make a differential diagnosis, incorporating and integrating prior knowledge and new information. Demonstrates ability to develop a plan for investigation and management of discipline specific medical problems.				
<b>d. Integration and Application</b> Selects and sequences appropriate investigations. Interprets results, and synthesizes information to arrive at a diagnosis.				
<b>e. Clinical Judgment</b> Accurately assesses patients and balances the risks and benefits of therapeutic interventions in individual cases. Seeks appropriate consultation from other health professionals. Recognizes personal limitations.				
<b>f. Performance in Emergencies</b> Recognizes acutely ill patients and institute emergency management appropriately for the level of training and skill. Consults promptly and appropriately. Communicates effectively and remains calm.				
<b>Overall Competence:</b>				

**Medical Expert: Please comment on Resident's STRENGTHS:**

**Medical Expert: Suggestions for IMPROVEMENT:**

<b>COMMUNICATOR</b>	<b>Not Applicable</b>	<b>1 Does Not Meet Expectations</b>	<b>2 Borderline</b>	<b>3 Meets Expectations</b>
<b>a. Establishment of Therapeutic Relationships.</b> Develops rapport and trust with patients and families. Respects confidentiality and privacy. Attentive listener, responsive to non-verbal communication.				
<b>b. Implementation of Patient Centred Approach</b> Respects differences in patient's/parent's beliefs, concerns, expectations, cultural context, gender and value systems and takes this information into consideration when developing therapeutic plans.				

c. <b>Clarity of Communication and Explanations</b> Demonstrates ability to deliver information to patients, colleagues, and other professionals in a clear and understandable manner that encourages participatory decision making.				
d. <b>Ability to Reach Common Ground</b> Demonstrates ability to reach a common understanding with patients and families and other health care providers regarding problems and plans. Engages in and encourages open discussion.				
e. <b>Effectiveness of Verbal and Written Communication</b> Maintains clear, accurate, and appropriate written or electronic records of patient encounters. Presents clear verbal reports of patient encounters. Effectively presents medical information in formal rounds.				
f. <b>Effective Counselling</b> Demonstrates ability to counsel and support a patients and family with a difficult diagnosis or a chronic or catastrophic illness. Discusses palliative care where appropriate and supports a family facing the death of a child.				
<b>Overall Competence:</b>				

**Communicator: Please comment on Resident's STRENGTHS:**

**Communicator: Suggestions for IMPROVEMENT:**

<b>COLLABORATOR</b>	Not Applicable	1 Does Not Meet Expectations	2 Borderline	3 Meets Expectations
a. <b>Inter-professional Team Collaboration</b> Recognizes and respects the roles of other health care professionals. Works with inter-professional team to optimize patient care as well as to optimize research, educational and administrative tasks.				
b. <b>Effectiveness of Working Relationships</b> Demonstrates a respectful attitude to colleagues and members of the inter-professional health care team. Works collaboratively to address misunderstandings and negotiate shared solutions to difficult or challenging problems.				
<b>Overall Competence:</b>				

**Collaborator: Please comment on Resident's STRENGTHS:**

**Collaborator: Suggestions for IMPROVEMENT:**

<b>MANAGER</b>	Not Applicable	1 Does Not Meet Expectations	2 Borderline	3 Meets Expectations
a. <b>Participation in Quality Management</b> Can describe the role of the Paediatrician in the health care system. Is aware of issues surrounding health care funding, physician remuneration and budget constraints.				
b. <b>Individual Management Skills</b> Demonstrates good time-management skills. Demonstrates ability to balance patient care responsibilities, self-directed learning, outside activities, personal commitments and career goals.				
<b>Overall Competence:</b>				

**Manager:** Please comment on Resident's STRENGTHS:

**Manager:** Suggestions for IMPROVEMENT:

<b>HEALTH ADVOCATE</b>	Not Applicable	1 Does Not Meet Expectations	2 Borderline	3 Meets Expectations
<b>a. Patient Advocate</b> Identifies needs of individual patients and identifies opportunities to advocate for patients to whom care is being provided. Seeks opportunities to discuss health promotion and disease prevention.				
<b>Overall Competence:</b>				

**Health Advocate:** Please comment on Resident's STRENGTHS:

**Health Advocate:** Suggestions for IMPROVEMENT:

<b>SCHOLAR</b>	Not Applicable	1 Does Not Meet Expectations	2 Borderline	3 Meets Expectations
<b>a. Approach to Learning</b> Identifies knowledge gaps and accepts personal responsibility for developing, implementing and monitoring personal learning. Curious and inquisitive.				
<b>b. Critical Appraisal</b> Utilizes evidenced based principles when making decisions regarding patient management				
<b>c. Facilitation of Teaching and Learning</b> Gives and receives feedback. Identifies the learning needs of others and selects effective teaching strategies to facilitate learning of others. e.g. medical students, more junior residents.				
<b>Overall Competence:</b>				

**Scholar:** Please comment on Resident's STRENGTHS:

**Scholar:** Suggestions for IMPROVEMENT:

<b>PROFESSIONAL</b>	Not Applicable	1 Does Not Meet Expectations	2 Borderline	3 Meets Expectations

a. <b>Professional Practice</b> Exhibits professional behaviours including honesty, integrity, commitment, compassion, respect and altruism. Committed to delivering the highest quality health care and maintaining competence.				
b. <b>Ethical Practice</b> Demonstrates knowledge of the principles of medical ethics including obtaining informed consent, confidentiality, conflicts of interest, and ethical decision-making and applies these to practice.				
c. <b>Commitment to Society</b> Demonstrates knowledge of the professional, legal and ethical codes of practice. Demonstrates accountability for actions.				
d. <b>Reflective Practice</b> Demonstrates ability to self-assess and reflect on professional performance. Accepts feedback and demonstrates willingness to change behaviours in response to feedback.				
<b>Overall Competence:</b>				

**Professional: Please comment on Resident's STRENGTHS:**

**Professional: Suggestions for IMPROVEMENT:**

<b>ON-CALL PERFORMANCE</b>	Not Applicable	1 Does Not Meet Expectations	2 Borderline	3 Meets Expectations
a. <b>Availability</b> Resident was available when paged and responded in a timely fashion to calls.				
b. <b>Team Communication</b> Demonstrates effective communication with attending physicians and other colleagues. Gives accurate descriptions of patient problems by telephone. Morning reports and "handovers" are accurate and complete.				
c. <b>Clinical Judgement</b> Displays good clinical judgement. Calls for assistance appropriately. Can be trusted to assess patients and seek support as required.				
<b>Overall Competence:</b>				

**On-call Performance: Please comment on Resident's STRENGTHS:**

**On-call Performance: Suggestions for IMPROVEMENT:**

**CONCLUSION** (please put an 'X' in front of your choice):

- Passed**
- Incomplete**
- Failed**
- Requires review by Evaluation Committee**

**\*For the Evaluator to answer:**

Did you have an opportunity to meet with this trainee to discuss their performance?

- Yes
- No

**\*For the Evaluatee to answer:**

Did you have an opportunity to discuss your performance with your preceptor/supervisor?

- Yes
- No

Are you in agreement with this assessment?

- Yes
- No

Please enter any comments you have (if any) on this evaluation.

**Completed by:**

\_\_\_\_\_  
**Name of Evaluator**

\_\_\_\_\_  
**Signature**

\_\_\_\_\_  
**Date**

**Read/reviewed by:**

\_\_\_\_\_  
**Name of Resident/trainee**

\_\_\_\_\_  
**Signature**

\_\_\_\_\_  
**Date**