

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

**FOR USE WITH PGY 1-3**

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

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

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.**

**Comments must be provided if resident receives 'borderline' or 'does not meet expectations'.**

**MEDICAL EXPERT: Global level of functioning (check most applicable skill level resident has achieved)**

Below PGY1 level	PGY1	PGY2	PGY3
<input type="checkbox"/>	Acquires fundamental knowledge base with guidance  <input type="checkbox"/>	Applies knowledge base to provide appropriate clinical care with minimal guidance  <input type="checkbox"/>	Applies knowledge and uses self-reflection to modify clinical practice  <input type="checkbox"/>
<input type="checkbox"/>	Acquires clinical examination and assessment skills.  <input type="checkbox"/>	Interprets clinical findings to develop appropriate differential diagnosis and management plans.  <input type="checkbox"/>	Interprets and synthesizes findings independently to refine and modify management plans  <input type="checkbox"/>

<b>MEDICAL EXPERT – evaluate at expected PGY level</b>	Not Applicable	1 Does Not Meet Expectations	2 Borderline	3 Meets Expectations
<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:**

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**COMMUNICATOR: Global level of functioning (check most applicable skill level resident has achieved)**

Below PGY1 level	PGY1	PGY2	PGY3
<input type="checkbox"/>	Delivers information to patients with some supervision <input type="checkbox"/>	Discusses information with families with minimal supervision <input type="checkbox"/>	Demonstrates skills in dealing with complex communication issues <input type="checkbox"/>

**COMMUNICATOR - evaluate at expected PGY level**

	Not Applicable	1 Does Not Meet Expectations	2 Borderline	3 Meets Expectations
a. <b>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 <u>when developing therapeutic plans.</u>				
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:**

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**Communicator: Suggestions for IMPROVEMENT:**

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**COLLABORATOR: Global level of functioning (check most applicable skill level resident has achieved)**

Below PGY1 level	PGY1	PGY2	PGY3
<input type="checkbox"/>	Works well in interdisciplinary teams <input type="checkbox"/>	Leads an interdisciplinary team, with some guidance <input type="checkbox"/>	Leads an interdisciplinary team independently <input type="checkbox"/>

**COLLABORATOR – evaluate at expected PGY level**

	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:

**LEADER: Global level of functioning (check most applicable skill level resident has achieved)**

	PGY1	PGY2	PGY3
<b>Below PGY1 level</b> <input type="checkbox"/>	Aware of management issues <input type="checkbox"/>	Develops management skills <input type="checkbox"/>	Evaluates and modifies management structures. <input type="checkbox"/>

**LEADER – evaluate at expected PGY level**

	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>				

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

**Leader:** Suggestions for IMPROVEMENT:

**HEALTH ADVOCATE: Global level of functioning (check most applicable skill level resident has achieved)**

Below PGY1 level	PGY1	PGY2	PGY3
<input type="checkbox"/>	Identifies health advocate issues <input type="checkbox"/>	Integrates health advocate issues into management plan <input type="checkbox"/>	Independently designs and implements health advocate issues into management plan <input type="checkbox"/>

**HEALTH ADVOCATE - evaluate at expected PGY level**

	Not Applicable	1 Does Not Meet Expectations	2 Borderline	3 Meets Expectations
a. <b>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:**

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**Health Advocate: Suggestions for IMPROVEMENT:**

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**SCHOLAR: Global level of functioning** (check most applicable skill level resident has achieved)

Below PGY1 level	PGY1	PGY2	PGY3
<input type="checkbox"/>	Understands the principles of critical appraisal and research methodology <input type="checkbox"/>	Able to appraise the literature critically and apply to clinical practice <input type="checkbox"/>	Able to evaluate critical appraisal performed by others. Able to lead research projects and support others in research. <input type="checkbox"/>

**SCHOLAR - evaluate at expected PGY level**

	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:**

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**Scholar: Suggestions for IMPROVEMENT:**

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**PROFESSIONAL: Global level of functioning** (check most applicable skill level resident has achieved)

Below PGY1 level	PGY1	PGY2	PGY3
<input type="checkbox"/>	Displays professional behavior <input type="checkbox"/>	Role model for professional behavior <input type="checkbox"/>	Mentors others with regards to professional behavior and conflict resolution. <input type="checkbox"/>

**PROFESSIONAL – evaluate at expected PGY level**

	Not Applicable	1 Does Not Meet Expectations	2 Borderline	3 Meets Expectations
<b>a. 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.				
<b>c. 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:**

**ON-CALL PERFORMANCE: Global level of functioning** (check most applicable skill level resident has achieved)

Below PGY1 level	PGY1	PGY2	PGY3
<input type="checkbox"/>	Able to assess patients and develop management plans with some supervision  <input type="checkbox"/>	Able to assess patients and develop management plans with minimal supervision. Able to prioritize and triage level of urgency.  <input type="checkbox"/>	Manages issues on call independently, while still recognizing when to seek input from seniors and other subspecialties  <input type="checkbox"/>

**ON-CALL PERFORMANCE – evaluate at expected PGY level**

	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