

GERIATRIC MEDICINE FELLOW EVALUATION FORM

Fellow's Name _____ Rotation _____

Evaluator's Signature _____ Month _____ Date _____

In evaluating the fellow's performance, use as your standard the level of skill expected from the clearly satisfactory fellow at this stage of training. **For any component that needs attention or rated at a 4 or less, please provide specific comments and recommendations on the back of the form.** Be as specific as possible, including reports of critical incidents and/or outstanding performance. Global adjectives or remarks, such as "good fellow," do not provide meaningful feedback to the fellow.

	1	2	3	4	5	6	7	8	9	
	Unsatisfactory			Satisfactory			Superior			
1. Medical Knowledge Limited knowledge of basic and clinical sciences; minimal interest in learning; cannot explain mechanisms of disease.										Exceptional knowledge of basic and clinical sciences highly resourceful development of knowledge; immediate recognition of complex relationships and development of unifying diagnoses.
										<input type="checkbox"/> Insufficient contact to judge <input type="checkbox"/> Needs attention: Specify
Comments: _____										

	1	2	3	4	5	6	7	8	9	
	Unsatisfactory			Satisfactory			Superior			
2. Patient Care <i>Clinical Skills</i> Incomplete, inaccurate medical interviews, physical examinations: poor procedural skills and rationale, incomplete review and summary of other data sources.										Always gathers accurate and appropriate information from interviews, examinations and other data sources; superb procedural skills and rationale.
										<input type="checkbox"/> Insufficient contact to judge <input type="checkbox"/> Needs attention: Specify

	1	2	3	4	5	6	7	8	9	
	Unsatisfactory			Satisfactory			Superior			
<i>Patient Management Skills</i> Fails to analyze clinical data to make medical decisions: poor clinical judgment, ignores valid medical evidence and patient preferences in medical decisions.										Always analyzes available information to make diagnostic, therapeutic decisions based upon sound clinical judgment, best available evidence, and patient preferences.
										<input type="checkbox"/> Insufficient contact to judge <input type="checkbox"/> Needs attention: Specify
Comments: _____										

	Unsatisfactory			Satisfactory			Superior		
	1	2	3	4	5	6	7	8	9
3. Practice-based Learning	Fails to perform self evaluation: lacks insight, initiative; resists or ignores feedback; fails to use information technology to enhance patient care or pursue self improvement.								
	<input type="checkbox"/> Insufficient contact to judge <input type="checkbox"/> Needs attention: Specify								
	Constantly evaluates own performance; actively uses practice-based data to improve care; incorporate feedback into improvements activities; maintains exemplary patient log; efficiently uses technology to access, manage information.								
Comments:	_____								

	Unsatisfactory			Satisfactory			Superior		
	1	2	3	4	5	6	7	8	9
4. Communication and Interpersonal Skills	Poor listening, writing, nonverbal skills; unable to clearly explain complex problems; does not earn respect of peers; frequently unavailable to consult with patients, families, colleagues.								
	<input type="checkbox"/> Insufficient contact to judge <input type="checkbox"/> Needs attention: Specify								
	Excellent listening, writing, nonverbal skills; comprehensive, clear explanations, viewed as role model by peers; always available to patients, families, colleagues.								
Comments:	_____								

	Unsatisfactory			Satisfactory			Superior		
	1	2	3	4	5	6	7	8	9
5. Professionalism	Lacks respect, compassion, integrity, honesty; insensitive to diversity; shirks responsibility; disregards need for self assessment; places self interest above patients and society.								
	<input type="checkbox"/> Insufficient contact to judge <input type="checkbox"/> Needs attention: Specify								
	Always demonstrates respect, compassion, integrity and honesty; teaches/role models responsible behavior; total commitment to self assessment; willingly acknowledges errors, readily places needs of others above self interest.								
Comments:	_____								

	Unsatisfactory			Satisfactory			Superior		
	1	2	3	4	5	6	7	8	9
6. System-based Practice	Unable to access/mobilize outside resources independently; uses care pathways indiscriminately actively resists efforts to improve systems of care.								
	<input type="checkbox"/> Insufficient contact to judge <input type="checkbox"/> Needs attention: Specify								
	Independently accesses/mobilizes outside resources; appropriately delegates resource management; efficiently uses clinical pathways; enthusiastically develops, implements system improvement.								
Comments:	_____								

	Unsatisfactory			Satisfactory			Superior		
	1	2	3	4	5	6	7	8	9
7. Overall Clinical competence as a Specialist in Internal Medicine									

Overall Comments: _____

IMPORTANT NOTE: Please review with fellow and initial before returning to us.

Reviewed by Fellow (initial) _____

I have discussed this evaluation with the fellow. _____
Signature

RETURN BY EMAIL OR FAX (412/692-2370) TO NANCY KINNEY, DIVISION OF GERIATRICS, AS SOON AS POSSIBLE