

GCRMC Nephrology- Milestone Eval of Resident

Instructions:

Please rate the Resident on the following scale based on your interaction and observation. This is an evaluation of the resident's competence in a specific area or the ability to perform a specific procedure. If you did not observe a specific behavior or a procedure please skip the question. 1/B- Beginner. Minority correct. Significant changes needed to meet standard of care. 2/DC- Developing Competency. Majority correct. Some changes needed to meet standard of care. 3/C- Competent. Met standard of care. No corrections necessary. 4/AC-Advanced Competency. Well advanced beyond competency performance targets. Only a few exceptional residents will reach this level.



Subject Name

Status
Employer
Program
Rotation
Evaluation Dates

Evaluated by: **Evaluator Name**
Status
Employer
Program

PATIENT CARE





1 Level at which the resident is able to perform an appropriate and complaint focused, history and physical examination

1/B-Beginner. Minority correct. Significant changes needed to meet standard of care.	2/DC- Developing Competency. Majority correct. Some changes needed to meet standard of care.	3/C- Competent. Met standard of care. No corrections necessary.	4/AC-Advanced Competency. Well advanced beyond competency performance targets. Only a few exceptional residents will reach this level.
--	--	---	--







2 Level at which resident is able to generate an appropriate differential diagnosis.

1/B-Beginner. Minority correct. Significant changes needed to meet standard of care.	2/DC- Developing Competency. Majority correct. Some changes needed to meet standard of care.	3/C- Competent. Met standard of care. No corrections necessary.	4/AC-Advanced Competency. Well advanced beyond competency performance targets. Only a few exceptional residents will reach this level.
--	--	---	--

3 Level at which resident is able to manage appropriate medications

1/B-Beginner. Minority correct. Significant changes needed to meet standard of care.	2/DC- Developing Competency. Majority correct. Some changes needed to meet standard of care.	3/C- Competent. Met standard of care. No corrections necessary.	4/AC-Advanced Competency. Well advanced beyond competency performance targets. Only a few exceptional residents will reach this level.
--	--	---	--










4 Level at which resident is able to make informed decisions about diagnostic and therapeutic interventions based on patient information, patient preferences, up-to-date scientific evidence, and clinical judgement

MEDICAL KNOWLEDGE

5 Level at which the resident is able to demonstrate a knowledge of normal anatomy, physiology of the renal system.

1/B-Beginner. Minority correct. Significant changes needed to meet standard of care.	2/DC- Developing Competency. Majority correct. Some changes needed to meet standard of care.	3/C- Competent. Met standard of care. No corrections necessary.	4/AC-Advanced Competency. Well advanced beyond competency performance targets. Only a few exceptional residents will reach this level.
--	--	---	--

6 Level at which resident is able to demonstrate a knowledge of initial diagnosis, management and appropriate referral criteria for common renal problems.

1/B-Beginner. Minority correct. Significant changes needed to meet standard of care.	2/DC- Developing Competency. Majority correct. Some changes needed to meet standard of care.	3/C- Competent. Met standard of care. No corrections necessary.	4/AC-Advanced Competency. Well advanced beyond competency performance targets. Only a few exceptional residents will reach this level.
--	--	---	--



7 Level at which resident is able to demonstrate a knowledge of appropriate indications for special procedures in nephrology (renal biopsy, renal ultrasound, etc.).

1/B-Beginner. Minority correct. Significant changes needed to meet standard of care.	2/DC- Developing Competency. Majority correct. Some changes needed to meet standard of care.	3/C- Competent. Met standard of care. No corrections necessary.	4/AC-Advanced Competency. Well advanced beyond competency performance targets. Only a few exceptional residents will reach this level.
--	--	---	--



8 Level at which the resident is able to demonstrate an understanding of acute renal failure and initiate treatment accordingly.

1/B-Beginner. Minority correct. Significant changes needed to meet standard of care.	2/DC- Developing Competency. Majority correct. Some changes needed to meet standard of care.	3/C- Competent. Met standard of care. No corrections necessary.	4/AC-Advanced Competency. Well advanced beyond competency performance targets. Only a few exceptional residents will reach this level.
--	--	---	--



9 Level at which the resident is able to demonstrate an understanding of chronic renal failure.

1/B-Beginner. Minority correct. Significant changes needed to meet standard of care.	2/DC- Developing Competency. Majority correct. Some changes needed to meet standard of care.	3/C- Competent. Met standard of care. No corrections necessary.	4/AC-Advanced Competency. Well advanced beyond competency performance targets. Only a few exceptional residents will reach this level.
--	--	---	--

**PRACTICE-BASED LEARNING IMPROVEMENT****10 Level at which resident is able to recognize his/her own strengths and limitations**

1/B-Beginner. Minority correct. Significant changes needed to meet standard of care.	2/DC- Developing Competency. Majority correct. Some changes needed to meet standard of care.	3/C- Competent. Met standard of care. No corrections necessary.	4/AC-Advanced Competency. Well advanced beyond competency performance targets. Only a few exceptional residents will reach this level.
--	--	---	--

**11 Level at which resident is able to ask questions as an engaged, critical learner**

1/B-Beginner. Minority correct. Significant changes needed to meet standard of care.	2/DC- Developing Competency. Majority correct. Some changes needed to meet standard of care.	3/C- Competent. Met standard of care. No corrections necessary.	4/AC-Advanced Competency. Well advanced beyond competency performance targets. Only a few exceptional residents will reach this level.
--	--	---	--

**SYSTEMS BASED PRACTICE**

12 Level at which resident is able to practice cost-effective healthcare and diagnostic testing

1/B-Beginner. Minority correct. Significant changes needed to meet standard of care.	2/DC- Developing Competency. Majority correct. Some changes needed to meet standard of care.	3/C- Competent. Met standard of care. No corrections necessary.	4/AC-Advanced Competency. Well advanced beyond competency performance targets. Only a few exceptional residents will reach this level.
--	--	---	--

**13 Level at which resident is able to demonstrate a knowledge of how to partner with health care managers and providers to assess, coordinate and improve health care**

1/B-Beginner. Minority correct. Significant changes needed to meet standard of care.	2/DC- Developing Competency. Majority correct. Some changes needed to meet standard of care.	3/C- Competent. Met standard of care. No corrections necessary.	4/AC-Advanced Competency. Well advanced beyond competency performance targets. Only a few exceptional residents will reach this level.
--	--	---	--

**14 Level at which resident is able to recognize that the patient is part of a greater system and provides care in a manner that supports continuity**

1/B-Beginner. Minority correct. Significant changes needed to meet standard of care.	2/DC- Developing Competency. Majority correct. Some changes needed to meet standard of care.	3/C- Competent. Met standard of care. No corrections necessary.	4/AC-Advanced Competency. Well advanced beyond competency performance targets. Only a few exceptional residents will reach this level.
--	--	---	--



SYSTEMS-BASED PRACTICE

15 Level at which resident emphasizes patient safety

1/B-Beginner. Minority correct. Significant changes needed to meet standard of care.	2/DC- Developing Competency. Majority correct. Some changes needed to meet standard of care.	3/C- Competent. Met standard of care. No corrections necessary.	4/AC-Advanced Competency. Well advanced beyond competency performance targets. Only a few exceptional residents will reach this level.
--	--	---	--

**PROFESSIONALISM****16 Level at which resident is able to accept responsibility for patient care****17 Level at which the resident engages in interviewing techniques which demonstrate cultural and social sensitivity**

1/B-Beginner. Minority correct. Significant changes needed to meet standard of care.	2/DC- Developing Competency. Majority correct. Some changes needed to meet standard of care.	3/C- Competent. Met standard of care. No corrections necessary.	4/AC-Advanced Competency. Well advanced beyond competency performance targets. Only a few exceptional residents will reach this level.
--	--	---	--

**18 Level at which the resident demonstrates an ability to account for various views and values of our diverse population in the formation of individual patient care plans**

1/B-Beginner. Minority correct. Significant changes needed to meet standard of care.	2/DC- Developing Competency. Majority correct. Some changes needed to meet standard of care.	3/C- Competent. Met standard of care. No corrections necessary.	4/AC-Advanced Competency. Well advanced beyond competency performance targets. Only a few exceptional residents will reach this level.
--	--	---	--

**19 Level at which resident is able to consistently perform in a punctual, reliable and collegial manner**

20 Level at which resident demonstrated a commitment to maintaining confidentiality of patient information, patient privacy, and informed consent

1/B-Beginner. Minority correct. Significant changes needed to meet standard of care.	2/DC- Developing Competency. Majority correct. Some changes needed to meet standard of care.	3/C- Competent. Met standard of care. No corrections necessary.	4/AC-Advanced Competency. Well advanced beyond competency performance targets. Only a few exceptional residents will reach this level.
--	--	---	--



INTERPERSONAL AND COMMUNICATION SKILLS

21 Level at which resident is able to create and sustain a therapeutic and ethically sound relationship with patients and families

22 Level at which resident is able to counsel and educate patients and their families in a clear, respectful and culturally conscious manner

23 Level at which resident is able to make organized and effective oral presentations

24 Level at which resident is able to elicit and provide information using effective listening, nonverbal, explanatory and questioning skills

25 Level at which resident communicates with members of the healthcare team to facilitate coordination of care

Overall Comment *