University of Kansas School of Medicine – Wichita Internal Medicine Department **Resident Rotation Evaluation Form** **Hospice**	Resident: Rotation: Attending: Month: Hospital:

"1" = Unsatisfactory performance for level of education
"2" = Marginal performance, competency needs attention
"3" = Expected performance for level of education
"4" = Greater than expected performance for level for education
"5" = Outstanding performance; competency achieved at highest level

Patient Care					
Performs accurate and complete medical interviews and physical examinations for hospice patients.	1	2	3	4	5
Obtains and evaluates relevant diagnostic data in the hospice setting.	1	2	3	4	5
Identifies and prioritizes the medical problems of hospice patients.	1	2	3	4	5
Manages patients appropriately based on available evidence, sound judgment, and patient preferences.	1	2	3	4	5
Prescribes and manages medications appropriately.	1	2	3	4	5
Medical Knowledge					
Demonstrates an in depth understanding of the basic mechanisms of human biology appropriate for his/her educational level.	1	2	3	4	5
Demonstrates a comprehensive understanding of the application of current knowledge to practice, by the integration of pathophysiologic processes into the diagnosis, treatment, and management of clinical disorders.	1	2	3	4	5
Demonstrates the ability to access relevant information related to end-of-life care.	1	2	3	4	5
Practice-Based Learning & Improvement					
Demonstrates the ability to self-evaluate his/her educational needs and performance.	1	2	3	4	5
Incorporates relevant feedback and instruction into clinical activities of the rotation.	1	2	3	4	5
Uses technology to enhance patient care and further his/her medical education.	1	2	3	4	5
Interpersonal & Communication Skills					
Establishes an effective therapeutic relationship with patients and families.	1	2	3	4	5
Demonstrates effective listening skills.	1	2	3	4	5
Demonstrates effective patient education and counseling skills.	1	2	3	4	5
Uses effective and appropriate nonverbal communications with patients and colleagues.	1	2	3	4	5
Professionalism					
Considers the needs of patients and families appropriately.	1	2	3	4	5
Considers the needs of colleagues (physicians, nurses, other health care professionals, administrative staff) appropriately.	1	2	3	4	5
Acknowledges errors.	1	2	3	4	5
Accepts criticism.	1	2	3	4	5
Fulfills responsibilities.	1	2	3	4	5
Demonstrates ethical behavior.	1	2	3	4	5
Systems-Based Practice					
Understands the context of how hospice care is provided within the larger health care system.	1	2	3	4	5
Understands the unique roles of hospice and end-of-life care.	1	2	3	4	5
Refers to specialty care appropriately.	1	2	3	4	5
Accesses resources effectively.	1	2	3	4	5
Uses systematic approaches to improve patient care and reduce errors.	1	2	3	4	5
Is this resident progressing sufficiently to advance to the next level of training and responsibilities? **(To be assessed during last 6 months of academic year, January – June)**	**YES**	**NO**			
Overall Clinical Competence in Hospice Care	**1**	**2**	**3**	**4**	**5**

Specific strengths of this resident:

Suggestions for focus areas during future in-patient rotations:

This form **MUST** be reviewed verbally with the resident before submission to the IM department. Both participants should provide their signatures. Thank you for your assistance and guidance of our developing physicians.

Resident Signature:_____ Attending Signature _____

Date of verbal review: _____

Time-Line for Development of Core Competencies

The development of the competencies is an ongoing process in the growth of a physician in training. There are milestones in each year of training which must be accomplished in order to successfully progress through the program. The expected goals for each year of training are as outlined below. Although each individual may grow at his or her own rate, these milestones are minimal expectations for each resident for a given year of training.

	PGY 1	PGY 2	PGY 3
Patient Care	1) Perform thorough history and physical 2) Synthesize data into a problem list and differential diagnosis 3) Formulate diagnostic and therapeutic plan with some supervision 4) Demonstrate caring and respectful behavior	1) Coordinate patient care among all members of the health care team 2) Formulate therapeutic and diagnostic plan independently 3) Use information technology to support patient care decisions	1) Counsel and educate patients and families 2) Perform competently the diagnostic and therapeutic procedures essential to the practice of medicine 3) Function as an internal medicine consultant 4) Be able to integrate clinical common sense and judgment with medical knowledge
Medical Knowledge	1) Basic knowledge of pathophysiology 2) Develop solid working knowledge base of common clinical problems 3) Develop basic out patient knowledge base	1) Develop deeper understanding of disease states 2) Develop skill of reading and interpreting medical literature	
Practice-Based Learning and Improvement	Develop a willingness to learn from errors	1) Facilitate the learning of others 2) Gain competence in bedside teaching 3) Use information technology to answer clinical questions	1) Analyze own practice for needed improvement 2) Apply research and statistical methods 3) Use evidence from scientific studies
Interpersonal and Communication Skills	1) Develop strong language skills 2) Develop strong documentation skills 3) Learn to present a case accurately and succinctly	1) Create and sustain a therapeutic relationship with patients 2) Obtain the skills necessary to present topics informally and formally to a group 3) Develop the skills necessary to negotiate	Possess knowledge base of General Internist and is able to use own knowledge and other resources for clinical problem-solving
Professionalism	1) Demonstrate respect and compassion 2) Professional appearance 3) Demonstrate commitment to ethical issues	1) Establish sense of responsibility for patient population 2) Manage and direct a health care team 3) Develop conflict management skills 4) Work with consultants and other health care teams	Develop independent professional style and identity
Systems-Based Practice	Develop knowledge of practice and delivery system	Work with ancillary team members (discharge planners, home care, case managers) to provide for high quality, cost effective health care	1) Understand interaction of practice with the larger system 2) Advocate for patients within the health care system
Developmental Tasks	1) Orient to new setting 2) Orient to new tasks 3) Develop presentation skills 4) Demonstrate team leadership potential 5) Learn to teach students 6) Develop comfort in ambulatory setting 7) Learn to interact with attendings	1) Develop and refine leadership role 2) Refine teaching skills	1) Take responsibility for own learning 2) End with patients 3) Prepare to move on to next task 4) Teach students
Potential Problems	1) Cultural differences 2) Transition problems 3) Weak clinical skills 4) Failure to develop leadership skills and/or independence	1) Passivity 2) Paternalism	