

SYSTEM FOR EVALUATION OF COMPETENCIES IN RESIDENCIES FOR UROLOGY

Global Resident Competency Rating Form

Resident: _____ PGY Level: _____ Rotation: _____

Faculty: _____ Date: _____

Please circle the number corresponding to the resident's performance in each area, **irrespective of training level**

Unsatisfactory = Several behaviors performed poorly or missed (ratings 1, 2, or 3)

Satisfactory = Most behaviors performed acceptably (ratings 4, 5, or 6); satisfactory performance is described below

Superior = All behaviors performed very well (ratings 7, 8, or 9)

	UNSATISFACTORY			SATISFACTORY			SUPERIOR		
Professionalism									
1. Accepts responsibility and follows through on tasks	1	2	3	4	5	6	7	8	9
	Accepts responsibilities willingly; is industrious & dependable; completes tasks carefully & thoroughly; responds to requests in a helpful & prompt manner								
2. Practices within the scope of his/her abilities	1	2	3	4	5	6	7	8	9
	Recognizes limits of his/her abilities; asks for help when needed; refers patients when appropriate; exercises authority accorded by position and /or experience								
3. Responds to each patient's unique characteristics and needs	1	2	3	4	5	6	7	8	9
	Is sensitive to issues related to each patient's culture, age, gender & disabilities; provides equitable care regardless of patient culture or socioeconomic status								
4. Demonstrates integrity and ethical behavior	1	2	3	4	5	6	7	8	9
	Takes responsibility for actions; admits mistakes; puts patient needs above own interests; recognizes & addresses ethical dilemmas & conflicts of interest; maintains patient confidentiality								
Interpersonal & Communication Skills									
5. Demonstrates care and concern for patients and their families	1	2	3	4	5	6	7	8	9
	Responds appropriately to patient & family emotions; establishes rapport; provides reassurance; is respectful & considerate; does not rush								
6. Communicates effectively with patients and their families	1	2	3	4	5	6	7	8	9
	Allows patient to tell his/her own story; listens attentively; uses non-technical language when explaining & counseling; involves patient or family in decision-making; encourages questions & checks for understanding								
7. Communicates effectively with other healthcare professionals	1	2	3	4	5	6	7	8	9
	Maintains complete & legible medical records; writes clear & concise consultation reports & referral letters; makes organized & concise presentations of patient information; gives clear & well-prepared presentations at conferences								
8. Works effectively with other members of the healthcare team	1	2	3	4	5	6	7	8	9
	Demonstrates courtesy to and consideration of consultants, therapists, & other team members; invites others to share their knowledge & opinions; makes requests not demands; negotiates & compromises when disagreements occur; handles conflict constructively								
Medical Knowledge									
9. Demonstrates basic science and clinical knowledge	1	2	3	4	5	6	7	8	9
	Is able to identify & discuss pathophysiology of urologic disease processes; can intelligently discuss diagnosis; evaluation & treatment of common urologic disorders; applies knowledge to solve clinical dilemmas; understands rationale for varied approaches to clinical problems								
10. Demonstrates up-to-date knowledge	1	2	3	4	5	6	7	8	9
	Seeks new information by searching the literature & asking questions; cites recent literature when appropriate; asks knowledgeable & well-informed questions								
11. Uses knowledge & analytical thinking to address clinical questions	1	2	3	4	5	6	7	8	9
	Uses effective problem solving techniques; demonstrates sound clinical judgment; applies analytical approach to clinical situations								

	UNSATISFACTORY			SATISFACTORY			SUPERIOR		
Practice-based Learning & Improvement									
12. Tracks and analyzes practice to identify areas for improvement	1	2	3	4	5	6	7	8	9
				Uses systematic approach such as chart or case analysis, or surgical log review to track own practice; compares own outcomes to accepted guidelines & national or peer data; reflects on critical incidents to identify strengths & weaknesses; monitors effects of practice changes & improvements					
13. Engages in ongoing learning	1	2	3	4	5	6	7	8	9
				Determines how learning deficits or weaknesses can be addressed; seeks feedback; does extra reading & surgical practice when needed; seeks information from the literature; critically appraises research evidence for applicability to patient care; uses information technology (IT) resources to aid learning					
14. Implements improvement activities	1	2	3	4	5	6	7	8	9
				Changes practice patterns & other behaviors in response to feedback; applies new skills or knowledge to patient care; tailors research evidence to care of individual patients; uses IT to improve patient care					
15. Facilitates the learning of others	1	2	3	4	5	6	7	8	9
				Explains clinical reasoning & procedures to junior colleagues & medical students; provides clinically useful information in response to learner questions; directs learners to useful resources; provides coaching					
Patient Care									
16. Demonstrates outpatient assessment and management	1	2	3	4	5	6	7	8	9
				Obtains complete & accurate patient histories; performs thorough & appropriate physical exams; orders appropriate laboratory & radiological tests; integrates information meaningfully & coherently; generates appropriate differential dx					
17. Manages hospital inpatients	1	2	3	4	5	6	7	8	9
				Develops appropriate evaluation & treatment plan for preoperative & postoperative patients; anticipates patient needs in the hospital setting; effectively identifies & manages postoperative clinical problems; writes clear & appropriate orders; plans outpatient follow-up visits as needed					
18. Prepares for surgical cases	1	2	3	4	5	6	7	8	9
				Can discuss rationale & risks of commonly performed surgical cases; reads about surgical procedures in advance; demonstrates knowledge of important steps & instruments in specific surgical cases					
19. Demonstrates surgical skill in performing endoscopic procedures	1	2	3	4	5	6	7	8	9
				Demonstrates surgical proficiency & technical ability during endoscopic procedures such as cystoscopy, ureteroscopy & percutaneous renal surgery					
20. Demonstrates surgical skill in performing open surgical cases	1	2	3	4	5	6	7	8	9
				Demonstrates surgical proficiency & technical ability during commonly performed open surgical procedures					
21. Demonstrates surgical skill in performing laparoscopic procedures	1	2	3	4	5	6	7	8	9
				Demonstrates surgical proficiency & technical ability during laparoscopic procedures					
Systems-based Practice									
22. Provides cost-conscious medical care	1	2	3	4	5	6	7	8	9
				Considers costs and benefits of tests & treatments; adheres to established patient care pathways; does not order unnecessary tests; uses appropriate billing codes for outpatient visits & surgical procedures					
23. Works to promote patient safety	1	2	3	4	5	6	7	8	9
				Identifies system causes of medical error; anticipates & responds to patient care problems; adheres to surgical protocols that ensure patient safety; accepts input from the patient care team					
24. Coordinates care with other healthcare providers	1	2	3	4	5	6	7	8	9
				Obtains consultation when needed; communicates with other providers; resolves differences in treatment plans; reconciles contradictory advice					
25. Facilitates patient care in the larger healthcare community	1	2	3	4	5	6	7	8	9
				Understands different healthcare delivery systems & medical practices; assures patient awareness of available care options; makes appropriate referrals; assists with arrangements & follow-up to ensure appropriate care					

COMMENTS (write on other side if needed):