

TSDA evaluation forms are provided as a resource for cardiothoracic surgery program directors, program coordinators, faculty, and residents. Evaluation forms can be used to meet Residency Review Committee (RRC) guidelines for evaluating residents, faculty, and the program as a whole. Programs are responsible for maintaining and filing all relevant documents and evaluations; TSDA does not maintain individual program files.

Resident Evaluation

Hospital/Program: _____

Evaluator

First Name: _____ Last Name: _____

Resident

First Name: _____ Last Name: _____

Review Period: _____ to _____
mm/yyyy mm/yyyy

Rating Scale

- 1 = Unsatisfactory.** Falls far short of performance expectations and is deficient relative to an “average” rating.
- 2 = Below average.** Strives to meet performance expectations, but falls short. With a small effort, could achieve a rating of “average.”
- 3 = Average.** Meets performance expectations. Sits in the middle of a field of candidates.
- 4 = Above average.** Performs beyond expectations but is still not considered a “standout.”
- 5 = Excellent.** Exceeds all performance parameters by a wide margin. Stands out above “average.”
- NA = Not applicable.** Evaluator cannot comment on particular criteria.

Patient Care	1	2	3	4	5	NA
Actively gathers essential information about patient from medical record						
Follows patient management plans through to implementation						
Effectively adapts patient communication style to maximize accurate understanding						
Shows interest in and concern for patients in daily interactions						
Demonstrates sensitivity and responsiveness to patients’ culture, age, gender, and disabilities						
Comments about patient care:						

Leadership of Patient Care Team	1	2	3	4	5	NA
Shares relevant information with patient care staff in a timely fashion						
Actively fosters collaboration among treatment team members as well as with outside disciplines						
Is clear with patient care staff about expectations						
Asks others on patient care team to share ideas and viewpoints						
Relates effectively and professionally to all levels of patient care staff						
Comments about leadership of patient care team:						

Medical Knowledge	1	2	3	4	5	NA
Keeps up to date in his/her knowledge						
Makes informed decisions about diagnostic and therapeutic interventions based on patient information and preferences, up-to-date scientific evidence, and clinical judgment						
Gathers pertinent information for important clinical decisions						
Works to incorporate technical advances in surgical technique into skill base and clinical practice						
Synthesizes clinical and scientific information in logical ways						
Comments about medical knowledge:						

Patient-Based Learning and Improvement	1	2	3	4	5	NA
Learns from experience						
Uses information technology to manage information and access the latest in online medical information						
Facilitates the learning of students and other health care providers						
Advocates for patients in a positive and professional manner						
Effectively counsels and educates patients and families						
Comments about patient-based learning and improvement:						

Interpersonal and Communication Skills	1	2	3	4	5	NA
Demonstrates respect and compassion for patients and staff regardless of pressure						
Handles conflict constructively						
Attempts to understand others' reasoning when they disagree with him/her						
Listens to and hears others						
Expresses ideas clearly						
Comments about interpersonal and communication skills:						

Professionalism	1	2	3	4	5	NA
Actively works toward obtaining the skills of a fully qualified and capable surgeon						
Maintains personal energy and drive, even during times of stress and anxiety						
Keeps set-backs and unsuccessful experiences in perspective						
Demonstrates flexibility and adapts to different situations						
Strives to maintain professional, responsive, and mutually respectful working relationships with both peers and subordinates						
Comments about professionalism:						

Systems-Based Practice	1	2	3	4	5	NA
Demonstrates an investigatory and analytic thinking approach to clinical situations						
Uses knowledge of hospital system to get things done						
Knows how to partner with health care and resource allocation without compromising quality of care						
Practices cost-effective health care and resource allocation without compromising quality of care						
Applies knowledge of established guidelines and procedures to his/her practice						
Comments about systems-based practice:						

Practice-Based Learning and Improvement	1	2	3	4	5	NA
Explores multiple options when making decisions						
Actively encourages patient care team to generate new ideas						
Challenges the system to improve service						
Locates, appraises, and assimilates evidence from scientific studies related to his/her patients' health problems						
Applied knowledge of study designs and statistical methods to the appraisal of clinical studies and other information on diagnostic and therapeutic effectiveness						
Comments about practice-based learning and improvement:						

Integrity	1	2	3	4	5	NA
Acts in a trustworthy way						
Addresses tense issues and is willing to discuss controversial topics						
Tells the truth						
Stands firm when needed						
Openly gives credit to those to whom it is due						
Comments about integrity:						

Surgical Skills	1	2	3	4	5	NA
Planning technical aspects of operations						
Respect for handling of tissue						
Time and motion of instrument handling						
Knowledge of surgical anatomy						
Knowledge of procedure components						
Flow of operation; functions as primary surgeon						
Evaluation of operative procedure						
Interaction with OR personnel						
Comments about surgical skills:						