

Evaluation Forms

Sample B: 360 Degree Evaluation Survey

Definitions

Critical Deficiencies: These learner behaviors are not within the spectrum of developing competence. Instead they indicate significant deficiencies in a fellow’s performance.

Novice/Advanced Beginner: Describes behaviors of a relatively early learner. Follows ‘rules’ as they are learned and can apply to some new situations. Learns from the experience.

Proficient: Describes behaviors of a fellow who is advancing and demonstrating improvement in performance related to specific competencies or milestones. Uses systematic approaches, but the big picture is in mind. Prioritizes problems better and relies on team more.

Ready for Unsupervised Practice: Describes behaviors of a fellow who substantially demonstrates the competencies or milestones for a physician who is ready for unsupervised practice. This column is designed as the graduation target, but the fellow may display this level of competency at any point during fellowship.

Aspirational: Describes behaviors of a fellow who has advanced beyond those competencies or milestones that describe unsupervised practice. This level of competence reflects that of an expert or role model and can be used by programs to facilitate further professional growth. It is expected that only a few exceptional fellows will demonstrate these behaviors and level of competence. Accurately assesses situation and intuitively sees how to deal with it. Able to adjust ‘rule’ when needed and easily explains thinking.

1. Patient and family care

- Gathers accurate and critical information from all pertinent sources
- Prognosticates effectively
- Provides care sensitive to age, gender, sexual orientation, culture, disability, and spiritual preferences
- Bases treatment on best evidence, clinical judgment, patient and family preference
- Collaborates with team members to negotiate, implement and document the plan of care
- Assesses, manages, and reviews accurately and in a timely manner, each of the patient’s issues within all domains

Not yet assessable	Critical deficiencies	Novice / Advanced beginner	Proficient	Ready for unsupervised practice	Aspirational
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Optional, but consider commenting (opportunity for overall comments below).

2. Medical Knowledge

- Critically evaluates and utilizes medical evidence
- Analyzes complex medical situations, proposes systematic approaches to guide problem-solving
- Identifies local and regional resources to inform and support patients, family and informal caregivers
- Uses best practices to guide delivery of palliative care

Not yet assessable	Critical deficiencies	Novice / Advanced beginner	Proficient	Ready for unsupervised practice	Aspirational
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Optional, but consider commenting (opportunity for overall comments below).

3. Systems-based practice

- Integrates knowledge of health care delivery systems when developing each plan of care
- Works effectively with professionals outside team (eg, primary service, consultants, nursing, ancillary professionals)
- Recognizes system error and advocates for system improvement
- Identifies forces that impact the cost of health care, and advocates for and practices cost-effective care
- Transitions patients effectively within and across health delivery systems

Not yet assessable	Critical deficiencies	Novice / Advanced beginner	Proficient	Ready for unsupervised practice	Aspirational
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Optional, but consider commenting (opportunity for overall comments below).

4. Practice-based learning and improvement

- Learns and improves at the point of care
- Learns and improves via feedback, reflects and grows from positive and constructive feedback
- Uses library, internet and colleagues to efficiently manage information
- Demonstrates strategies and habits that support life-long learning

Not yet assessable	Critical deficiencies	Novice / Advanced beginner	Proficient	Ready for unsupervised practice	Aspirational
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Optional, but consider commenting (opportunity for overall comments below).

5. Professionalism

- Assesses personal behavior accurately; accepts responsibility for errors
- Responds to requests for assistance and provides follow-up in a timely manner
- Honors and respects patients, families, and colleagues, maintains confidentiality
- Responds to each patient’s unique characteristics and needs
- Exhibits integrity and ethical behavior in professional conduct

Not yet assessable	Critical deficiencies	Novice / Advanced beginner	Proficient	Ready for unsupervised practice	Aspirational
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Optional, but consider commenting (opportunity for overall comments below).

6. Interpersonal and communication skills

- Communicates effectively (verbal [including phone], non-verbal, written) with IDT and referring team
- Notes, prescriptions, and other documentation is comprehensive and timely
- Balances inquiry with advocacy
- Facilitates decision-making effectively (eg, goals of care, advance care planning, therapy withdrawal, etc.)
- Facilitates family meetings effectively, even when there is strong emotion and conflict
- Uses age appropriate interventions to counsel patients/families

Not yet assessable	Critical deficiencies	Novice / Advanced beginner	Proficient	Ready for unsupervised practice	Aspirational
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Optional, but consider commenting (opportunity for overall comments below).

7. Please provide overall comments! What did the fellow do well? What are the fellow’s growing edges?

The following section is optional. We hope you will fill it out and give us feedback.

Entrustable Professional Activities (EPAs) are observable and measurable tasks (activities) that characterize core physician practice within a given specialty or subspecialty, entrusted to a trainee to perform without direct supervision after he or she has attained sufficient specific competence. EPAs require knowledge, skills, and attitudes to execute the activity effectively. Individual EPAs cover one or more of the six competencies above. While there are not prescribed timelines for successfully achieving EPAs, it is expected that fellows will be able to perform all without direct supervision prior to graduation.

8. EPAs

EPA	Not applicable to this rotation	Not yet able to perform without direct supervision	Able to perform without direct supervision
Provide comprehensive pain assessment and management for patients with serious illness	Provide comprehensive pain assessment and management for patients with serious illness, not applicable to this rotation	Provide comprehensive pain assessment and management for patients with serious illness, not yet able to perform without direct supervision	Provide comprehensive pain assessment and management for patients with serious illness, able to perform without direct supervision
Provide comprehensive non-pain symptom assessment and management for patients with serious illness	Provide comprehensive non-pain symptom assessment and management for patients with serious illness, not applicable to this rotation	Provide comprehensive non-pain symptom assessment and management for patients with serious illness, not yet able to perform without direct supervision	Provide comprehensive non-pain symptom assessment and management for patients with serious illness, able to perform without direct supervision
Manage palliative care emergencies	Manage palliative care emergencies, not applicable to this rotation	Manage palliative care emergencies, not yet able to perform without direct supervision	Manage palliative care emergencies, able to perform without direct supervision
Estimate and communicate prognosis to aid medical decision-making	Estimate and communicate prognosis to aid medical decision-making, not applicable to this rotation	Estimate and communicate prognosis to aid medical decision-making, not yet able to perform without direct supervision	Estimate and communicate prognosis to aid medical decision-making, able to perform without direct supervision
Establish goals of care based on patient and/or family values and specific medical circumstances	Establish goals of care based on patient and/or family values and specific medical circumstances, not applicable to this rotation	Establish goals of care based on patient and/or family values and specific medical circumstances, not yet able to perform without direct supervision	Establish goals of care based on patient and/or family values and specific medical circumstances, able to perform without direct supervision

Participate as a member or leader of interdisciplinary team	Participate as a member or leader of interdisciplinary team, not applicable to this rotation	Participate as a member or leader of interdisciplinary team, not yet able to perform without direct supervision	Participate as a member or leader of interdisciplinary team, able to perform without direct supervision
Prevent and mediate conflict and distress over complex medical decisions	Prevent and mediate conflict and distress over complex medical decisions, not applicable to this rotation	Prevent and mediate conflict and distress over complex medical decisions, not yet able to perform without direct supervision	Prevent and mediate conflict and distress over complex medical decisions, able to perform without direct supervision
Manage withdrawal of life-sustaining therapies	Manage withdrawal of life-sustaining therapies, not applicable to this rotation	Manage withdrawal of life-sustaining therapies, not yet able to perform without direct supervision	Manage withdrawal of life-sustaining therapies, able to perform without direct supervision
Care for imminently dying patients and their families	Care for imminently dying patients and their families, not applicable to this rotation	Care for imminently dying patients and their families, not yet able to perform without direct supervision	Care for imminently dying patients and their families, able to perform without direct supervision
Address requests for hastened death	Address requests for hastened death, not applicable to this rotation	Address requests for hastened death, not yet able to perform without direct supervision	Address requests for hastened death, able to perform without direct supervision
Support patients and families in the psychosocial domain	Support patients and families in the psychosocial domain, not applicable to this rotation	Support patients and families in the psychosocial domain, not yet able to perform without direct supervision	Support patients and families in the psychosocial domain, able to perform without direct supervision
Support patients and families in the spiritual and existential domain	Support patients and families in the spiritual and existential domain, not applicable to this rotation	Support patients and families in the spiritual and existential domain, not yet able to perform without direct supervision	Support patients and families in the spiritual and existential domain, able to perform without direct supervision
Promote self-care and resilience	Promote self-care and resilience, not applicable to this rotation	Promote self-care and resilience, not yet able to perform without direct supervision	Promote self-care and resilience, able to perform without direct supervision
Facilitate transitions across the HPM continuum of care	Facilitate transitions across the HPM continuum of care, not applicable to this rotation	Facilitate transitions across the HPM continuum of care, not yet able to perform without direct supervision	Facilitate transitions across the HPM continuum of care, able to perform without direct supervision

Fulfil the role of a Hospice Medical Director	Fulfil the role of a Hospice Medical Director, not applicable to this rotation	Fulfil the role of a Hospice Medical Director, not yet able to perform without direct supervision	Fulfil the role of a Hospice Medical Director, able to perform without direct supervision
Provide HPM consultation and team support	Provide HPM consultation and team support, not applicable to this rotation	Provide HPM consultation and team support, not yet able to perform without direct supervision	Provide HPM consultation and team support, able to perform without direct supervision
Promote and teach hospice and palliative care	Promote and teach hospice and palliative care, not applicable to this rotation	Promote and teach hospice and palliative care, not yet able to perform without direct supervision	Promote and teach hospice and palliative care, able to perform without direct supervision

Thank you!!