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Preview Evaluation Form

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## Yale University Pathology - Anatomic & Clinical

**Subject:**  
**Evaluator:**  
**Site:**  
**Period:**  
**Dates of Activity:**  
**Activity:** AP-GI  
**Evaluation Type:** Resident

### 1. PATIENT CARE

Evaluate whether the resident demonstrates a satisfactory level of diagnostic competence and the ability to provide appropriate and effective pathology consultation.

**The resident...**

**... demonstrates proper TECHNICAL HANDLING and triaging of specimens. (Question 1 of 29 - Mandatory)**

The resident is proficient in the standard techniques for the gross evaluation, dictation, and dissection of specimens, and understands when it is appropriate to deviate from standard techniques.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

**... takes high quality PHOTOGRAPHS of gross specimens. (Question 2 of 29 - Mandatory)**

The resident understands which specimens should be photographed, knows how to prepare the specimen for photographing, and takes appropriate photographs demonstrating the pathology (or lack thereof).

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

**... generates an appropriate DIFFERENTIAL DIAGNOSIS and INTERPRETATION. (Question 3 of 29 - Mandatory)**

The resident appropriately integrates gross and microscopic findings when interpreting cases, and understands how to use ancillary studies to resolve a differential diagnosis.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

**... evaluates specimens in the CONTEXT of the PATIENT AS A WHOLE. (Question 4 of 29 - Mandatory)**

The resident obtains PRIOR MATERIAL when appropriate, interprets the specimen in the context of the patient's history and symptoms, and assures that the interpretation makes sense.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

**... promotes the EXPEDIENT SIGNOUT of cases. (Question 5 of 29 - Mandatory)**

The resident keeps their cases organized, previews slides, corrects gross descriptions, and brings cases to signout in a timely fashion.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

... recognizes that **PATIENT CARE TAKES PRECEDENCE** over other issues. (Question 6 of 29 - Mandatory)

The resident understands the importance of patient care as our primary responsibility, and steps in to help out others when necessary, answers ringing phones, and assists clinicians without worrying about "whose job" it is.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

**2. MEDICAL KNOWLEDGE**

Evaluate whether the resident possesses adequate knowledge about established and evolving clinical and basic sciences and effectively applies this knowledge to pathology.

The resident ...

... demonstrates an ability to determine the **PERTINENT CLINICAL QUESTIONS** to be addressed. (Question 7 of 29 - Mandatory)

The resident can glean from the specimen requisition form, procedure performed, medical record, and other available clinical information the specific questions to be addressed during the specimen examination or laboratory testing.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

... understands the **CLINICAL IMPLICATIONS** of the interpretations. (Question 8 of 29 - Mandatory)

The resident knows the thresholds for clinical decision making, and is aware of the likely actions which will be triggered by the diagnoses, and of the prognostic implications.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

... understands the **PATHOPHYSIOLOGY** of disease processes. (Question 9 of 29 - Mandatory)

The resident understands the basic science underlying the disease processes manifested in the material being reviewed on a biochemical and molecular level. Has appropriate knowledge of recent scientific studies.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

... knows the **data elements which must be included in the PATIENT REPORT**. (Question 10 of 29 - Mandatory)

The resident understands the factors of diagnostic, therapeutic, and prognostic significance and appropriately includes this information in the interpretive report.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

**3. PRACTICE-BASED LEARNING AND IMPROVEMENT**

Evaluate the resident's ability to investigate and evaluate their own patient care, appraise and assimilate scientific evidence, and improve the patient care they deliver.

The resident ...

... **CRITICALLY EVALUATES** their own performance and skills. (Question 11 of 29 - Mandatory)

The resident monitors their own performance relative to their peers and uses constructive feedback to improve their patient care delivery.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

... effectively uses **INFORMATION TECHNOLOGY**. (Question 12 of 29 - Mandatory)

The resident actively seeks additional clinical information from hospital patient information systems, and uses on-line literature searches and other electronic resources in the routine evaluation of their cases.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

... understands **QUALITY ASSURANCE practices.** (Question 13 of 29 - Mandatory)

The resident uses QA tools (like their daily active case list) to improve the timeliness and quality of care delivered, and/or reviews daily QA data to ensure reliable and reproducible test results.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

**4. INTERPERSONAL AND COMMUNICATION SKILLS**

Evaluate the resident's ability to effectively exchange information and collaborate with other health professionals, technical staff, and fellow residents.

The resident ...

... **EFFECTIVELY CONVERSES with faculty, clinicians, staff, and fellow residents.** (Question 14 of 29 - Mandatory)

The resident can discuss general pathology issues with confidence and authority. He/she understands pathology and can communicate that understanding.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

... **PRESENTS CASES in an organized fashion.** (Question 15 of 29 - Mandatory)

The resident can informally and formally present cases in a manner which efficiently communicates pertinent history and relevant findings. The resident addresses clinical questions directly.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

... **composes and DICTATES clear, concise, and complete clinical histories, gross descriptions, reports, and interpretations.** (Question 16 of 29 - Mandatory)

The resident assimilates the information from the requisition form and from the gross examination of the specimen and composes and dictates well organized, understandable, grammatically correct information.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

... **TEACHES effectively.** (Question 17 of 29 - Mandatory)

The resident demonstrates the necessary patience, insight, and understanding of the material to effectively teach medical students, fellow residents, technical staff, etc.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

**5. PROFESSIONALISM**

Evaluate the resident's commitment to carrying out professional responsibilities, adherence to ethics, and diversity sensitivity.

The resident ...

... **demonstrates unconditional RESPECT for patients, colleagues, and the profession.** (Question 18 of 29 - Mandatory)

The resident speaks and acts in ways which are consistently respectful of patients, staff, physicians, and peers. Interacts with colleagues in a non-confrontational and professional manner.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

**... is PUNCTUAL. (Question 19 of 29 - Mandatory)**

The resident shows up on time for rounds, signouts, conferences, and other scheduled activities.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

**... REACTS appropriately when given constructive feedback. (Question 20 of 29 - Mandatory)**

The resident responds appropriately to constructive criticism, taking appropriate corrective action.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

**... maintains patient CONFIDENTIALITY. (Question 21 of 29 - Mandatory)**

The resident understands HIPAA and preserves patient confidentiality in a professional manner.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

**... STRIVES FOR EXCELLENCE in the practice of pathology. (Question 22 of 29 - Mandatory)**

The resident consistently works to achieve more than the minimal amount expected of them.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

**6. SYSTEMS-BASED PRACTICE**

Evaluate the resident's awareness of and responsiveness to the larger system of health care and their ability to call on system resources to provide optimally valued pathology services.

**The resident ...**

**... promotes the practice of EVIDENCE-BASED HEALTH CARE. (Question 23 of 29 - Mandatory)**

The resident draws upon literature and other investigative work to practice health care which is based on evidence and outcomes data.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

**... judiciously uses ANCILLARY TESTING. (Question 24 of 29 - Mandatory)**

The resident prudently evaluates when it is appropriate to use ancillary tests, outside consultations, and reference laboratories to optimize patient care.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

**... understands and follows EXTERNAL REGULATIONS pertinent to laboratory operations. (Question 25 of 29 - Mandatory)**

The resident is aware of regulations such as HIPAA, CLIA, JCAHO, and IRB rules governing laboratory practices, and promotes adherence to these guidelines.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

**... is cognizant of issues related to the BUSINESS OF PATHOLOGY. (Question 26 of 29 - Mandatory)**

The resident demonstrates an understanding of the issues such as CPT and ICD-9 coding, and Part A and Part B pathology services.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		

0	1	2	3	4	5	6	7	8	9
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**...understands LABORATORY MANAGEMENT issues.** (Question 27 of 29 - Mandatory)

The resident shows an understanding of issues related to the management and oversight of a laboratory, including workflow considerations, prioritization, regulations, personnel management, and balancing the demands of multiple customers.

N/A	Below Expectations			Meets Expectations			Exceeds Expectations		
0	1	2	3	4	5	6	7	8	9

**ADDITIONAL COMMENTS** (Question 28 of 29)

Please comment in depth on both specific and general issues related to the resident's performance. Are they progressing at a rate comparable to their peers? Do they have leadership potential?

**CONFIDENTIAL COMMENTS** (Question 29 of 29, Confidential)

Enter any confidential comments you would like to communicate to the Program Director. The trainee will not be able to view these comments. The Program Director may share these with the trainee, but only in aggregate form and not attributable to any specific evaluator.