

# O.R. NURSE EVALUATION OF SURGICAL RESIDENT



RESIDENTS NAME: \_\_\_\_\_

Date \_\_\_\_\_

Practice Domain	Competency	Critical Deficiencies	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	
Performance of Operations and Procedures (POP) <div style="border: 1px solid red; border-radius: 10px; padding: 2px; display: inline-block; color: red;">Surgical Skills</div>	PATIENT CARE (PC3)	This resident lacks basic surgical skills such as knot tying, simple suturing, suture removal, administration of local anesthetic, universal precautions and aseptic technique and is unable to reliably perform basic procedures, ]  æ{ ^} çĀ ~ ĩā æ^ /æthetérĒ [•æĳ] ā* [ -Ā æā) ġā æāāā* Ā ĩ^•• ĩ^Ā ] [ ā çĒ	This resident has basic surgical skills such as knot tying, simple suturing, suture removal, ]  æ{ ^} çĀ ~ ĩā æ^ /æthetérĒ [•æĳ] ā* [ -Ā æā) ġā æāāā* Ā ĩ^•• ĩ^Ā ] [ ā çĒ	This resident has respect for tissue, and is developing skill in instrument handling. This resident moves through portions of common operations without coaching and makes straightforward intra-operative decisions.	This resident demonstrates proficiency in the handling of most instruments and exhibits efficiency of motion during procedures. This resident moves through the steps of <i>most</i> operations without much coaching and is making intra-operative decisions. This resident performs <i>many</i> of the "essential" operations and is beginning to gain experience in the "complex" operations.	This resident demonstrates proficiency in use of instruments and equipment required for "essential" operations, guides the conduct of most operations and makes independent intra-operative decisions.  This resident can effectively guide other residents in basic common operations.	
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Unable to Evaluate	Comments: _____					

Practice Domain	Competency	Critical Deficiencies	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4			
Care for Diseases and Conditions (CDC)  360° Satisfaction	PROFESSIONALISM (PROF1)	This resident displays undesirable behaviors, including <b>not</b> being polite or respectful, not respecting patient confidentiality and privacy, demonstrating lack of integrity, or failing to take responsibility for patient care activities.	<p>This resident is polite and respectful toward patients, their families, and other health care professionals.</p> <p>This resident demonstrates a commitment to continuity of care by taking personal responsibility for patient care outcomes.</p> <p>This resident responds to pages and consultation requests promptly.</p> <p>This resident is honest and trustworthy.</p> <p>This resident consistently respects patient confidentiality and privacy.</p>	<p>This resident maintains composure in accordance with ethical principles even in stressful situations.</p> <p>This resident exhibits compassion and empathy toward patients and their families.</p> <p>This resident recognizes the limits of his or her knowledge and asks for help when needed.</p>	<p>This resident ensures patient care responsibilities are performed and continuity of care is maintained.</p> <p>This resident accepts responsibility for errors in patient care and can initiate corrective action.</p> <p>This resident consistently demonstrates integrity in all aspects of care and professional relationships.</p>	<p>This resident serves as a role model for ethical behavior.</p> <p>This resident positively influences others by assertively modeling professionalism.</p> <p>The resident consistently places the interests of patients ahead of self interests when appropriate.</p>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Unable to Evaluate	Comments:							

Practice Domain	Competency	Critical Deficiencies	LEVEL 1		LEVEL 2		LEVEL 3		LEVEL 4	
Performance of Operations and Procedures (POP) OR Communication, Informed Consent and Leadership	INTERPERSONAL AND COMMUNICATION SKILLS (ICS3)	This resident does not communicate effectively with patients, hospital staff members, and/or the senior surgeon in the operating room.	This resident communicates basic facts effectively with patients, hospital staff members, and the senior surgeon in the operating room.  This resident understands the necessary elements of informed consent for procedures.	This resident effectively describes various aspects of the procedure and peri-operative care to the patient and his or her family and other operating room team members.  This resident leads a pre-operative "time out".  This resident performs clear informed consent discussion for basic procedures.	This resident anticipates logistical issues regarding the procedure and engages members of the operating team to solve problems.  This resident performs clear informed consent discussion for complex procedures.	This resident is capable of leadership when unexpected events occur in the operating room and is able to communicate effectively with the family when unexpected events occur in the operating room.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Unable to Evaluate	Comments:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional comments:

\_\_\_\_\_  
Resident Signature

\_\_\_\_\_  
Executive Program Director Signature

<b>OVERALL RATING</b>	<b>ACTION</b>
Role Model	Advance
Satisfactory	No Advance
Marginal	Remedial Action
Below Standards	Warning/Probation Letter