**Sample ACVS Resident Evaluation Form: Semi-Annual Reviews**

1. **Patient care:** Warrants serious concern Needs improvement Acceptable
2. **Work ethic:** Serious concern Needs improvement Acceptable
3. **Professionalism:**  Serious concern Needs improvement Acceptable
   1. Punctuality
   2. Appearance
   3. Conduct w/ clients
   4. Conduct w/ ref vets
   5. Writing: medical records, discharge statements, referral letters
4. **Academic knowledge and performance:** Serious concern Needs improvement Acceptable
   1. Preparation for rounds
   2. Knowledge of the literature
   3. Knowledge of anatomy, physiology, pharmacology, medicine
   4. Manuscript preparation
   5. Research performance
   6. Performance in classes/graduate study
5. **Interactions within the workplace:** Serious concern Needs improvement Acceptable
   1. Nurses
   2. Front office
   3. Pharmacy
   4. Other clinical services
   5. Resident-mates
6. **Interactions with students:** Serious concern Needs improvement Acceptable
7. **Performance on emergency duty**: Serious concern Needs improvement Acceptable
8. **Management of receiving days:** Serious concern Needs improvement Acceptable
   1. Time management
   2. Ability to prioritize
   3. Ability to multitask
9. **Surgical skills** 
   1. **Preparation for surgery**
      1. Knowledge of approach, anatomy
      2. Preparation of the patient: i.e. antibiotic prophylaxis? pre-operative radiographs? paperwork submitted?
      3. Coordination w/ other services: i.e. correct positioning on sx request form? Advanced notice to radiology, ICU?
   2. **Overall technique:** 
      1. Correct approaches and closures
      2. Recognition of tissue layers, abnormalities in tissue
      3. Efficiency of movement/ efficient dissection skills
      4. Use of correct pressure/control of depth
      5. Suturing skills
      6. Debridement skills
      7. Ability to palpate blindly (i.e. especially important in LA surgery)
   3. **Minimally invasive surgery:** 
      1. Maintains attention when driving scope? Anticipates needs of surgeon and moves accordingly?
      2. Able to get oriented consistently?
      3. Able to work effectively in remote/2D setting?
      4. Arthroscopy
      5. Transendoscopic Laser
      6. Laparoscopy/thoracoscopy
   4. **Soft tissue: Tissue handling?**
   5. **Orthopedics**: Comfortable with power equipment? Understanding of fixation concepts?
   6. **Surgical Conduct**
      1. Ability to maintain focus, composure
      2. Decision-making/problem solving
      3. Ability to communicate effectively during surgery (w/ assts, techs, anesthesia)
      4. Knows when to ask for help

***(Evaluators may simply discuss each point above or could score accordingly)***

**0**=Warrants serious concern

**1**=Needs improvement

**2**=Acceptable for stage of Training

**3**=Above average for stage of Training

**Comments**

**Specific Suggestions for Improvement**