

**University of Toronto General Surgery Residency Training Program
Abdominal Organ Transplantation at Toronto General Hospital:**

In-Training Evaluation Report (ITER)

The completion of this ITER is based upon resident level specific goals and objectives described in the Goals and Objectives document. <http://generalsurgery.utoronto.ca/edu/residency/goals.htm>

Period from: _____ to _____

Name of Resident: _____

PGY level: I, II, III, IV, V, VI

Scoring metric:

- 1 – Fails to meet expectation
- 2 – Marginal performance; often fails to meet expectation
- 3 – Meets expectation
- 4 – Exceeds expectation
- 5 – Superior performance consistently exceeding expectations

MEDICAL EXPERT:

1 2 3 4 5 N/A

Knowledge: Related to Abdominal Organ Transplantation						
Anatomy Has the appropriate applied knowledge of intra-abdominal & thoracic anatomy						
Physiology Has the appropriate fund knowledge of normal physiology, in particular function of the liver, pancreatic & kidney						
Pathobiology of Disease Has an appropriate understanding of disease mechanisms, and physiologic effects of pathologic processes of the liver, pancreas & kidney. Understands the indications for transplantation of the liver, pancreas and kidney						
Immunology & Rejection Understands the basic immunologic mechanisms of acute rejection and its prevention & treatment and the complications of immunosuppression						
Organ Donation Understands the criteria for brain death (neurologically-determined death, NDD) and donation after cardiac death (DCD). Understands the principles and practice of donor maintenance						
Organ Preservation Understands the principles of organ preservation and their application						
Organ Allocation Understands the ethical issues, principles, and policies of organ allocation						
Living donor transplantation Understands the ethical issues and the risks & benefits of living organ donation						

Clinical Skills: Related to Abdominal Organ Transplantation						
History and Physical Examination Relevant, precise, concise, organized; appropriate and accurate exam						
Interpretation of Ancillary Tests Effective use, able to integrate information appropriately into care plans. Can identify and interpret normal and pathologic findings in abdominal imaging (U/S, CT and MRI). Can interpret biochemical abnormalities and act on them appropriately						
Clinical Diagnoses/Differential/Decision Making Analyzes and integrates relevant data to formulate correct diagnoses and therapeutic plans						
Pre-operative Planning Plans are organized and take into consideration the specific issues of the patient						
Post-Operative Care Diligent post operative care that includes attention to wound management, organ dysfunction, infections complications, avoidance of complications, psychosocial issues and discharge planning. Takes into consideration the complexities that immunosuppression adds to post-operative management						
Management of Emergency Situations Recognizes urgent situations and responds with prompt intervention. Seeks assistance appropriately						

Operating Room Skills: Related to Abdominal Organ Transplantation						
Donor Procedures Understands anatomy and steps of the multiple organ retrieval from a NDD or DCD donor.						
Transplant Procedures Understands the steps and options available for liver, pancreas, & kidney transplantation						
Vascular Anastomoses Understands the principles of arterial & venous anastomoses						
Tissue Handling and Dissection Sees and interprets the anatomy appropriately. Demonstrates respect for tissues, appropriate use of instruments, and has the appreciation of “tactile feedback”						
Time and Motion Efficiency Performs the steps at the appropriate pace and is able to connect the steps of the operation						
Demonstrates appropriate technical competency for level of training Is able to complete parts of operations or operations as described in the G&O						
Intra-Operative judgment Knows when slow down, recognizes unexpected findings and responds appropriately						
Operating room demeanor Courteous, interacts professionally with team members						
Operating room leadership Demonstrates competency with briefing, checklist and debriefing						
Emergency Situations Recognizes the need to intervene and the options in critical moments during the operation						
Stress Manages stresses of the operating room environment appropriately						

COMMUNICATOR:

1 2 3 4 5 N/A

Verbal Communication Skills						
Patients/Families Listens well, establishes an appropriate therapeutic relationship						
Informed consent Able to explain the operation, risk and benefits						
Physicians Effective, collegial						
Health Professionals Effective, collegial						

1 2 3 4 5 N/A

Written Communication Skills						
Progress/Consultation Notes Legible, accurate, professional						
Discharge Summaries and Clinic Notes Complete, accurate, timely						
Operative Notes Cohesive with appropriate detail of important issues, completed in a timely fashion						

COLLABORATOR

1 2 3 4 5 N/A

Recognizes and understands the roles and expertise of other health Professionals Establishes a good rapport with the Nurse Practitioners						
Consults and collaborates effectively to provide optimal patient care, education and research With Patients, other physicians and multidisciplinary team members						
Leads the health care team when appropriate						

MANAGER

1 2 3 4 5 N/A

Organization of work and time Can triage his/her time and multitask appropriately						
Allocates finite health care resources responsibly						
Administrative Ability Allocates effectively division of resources for call schedules, holidays, OR coverage, rounds and presentations						

HEALTH ADVOCATE

1 2 3 4 5 N/A

Health Promotion and Risk Factor Identification Recognizes and responds appropriately to opportunities for health promotion and prevention						
Advocates appropriately for patients and families						
Advocates appropriately for team members						

SCHOLAR

1 2 3 4 5 N/A

Self-directed learning Motivated to improve knowledge, able to develop and implement an on-going effective personal learning strategy. Reads around specific cases						
Critical appraisal skills Able to interpret the medical literature and integrate best practice information into clinical practice						
Teaching/Supervisory skills Enables the success of others through attitudes and actions						
Attendance and participation at educational forums Attends and participates in the educational activities of the division						

PROFESSIONAL

1 2 3 4 5 N/A

Exhibits responsibility, honesty, accountability						
Exhibits empathy, integrity, compassion for patients and team members						
Demonstrates appropriate respect for organ donors						
Demonstrates insight and self assessment skills Recognizes own limitation and seeks advice when necessary; accepts advice and responds appropriately						
Medical Ethics and Code of Conduct Demonstrates respect for ethical conduct						
Recognizes and responds to others' unprofessional behavior in practice						
Provides patient care in a compassionate and ethical manner, reflecting an understanding of issues related to age, gender, culture and ethnicity						

Summary of Abdominal Organ Transplant ITER

- Were the goals and objectives provided to the trainee? Yes No
- Was mid-rotation feedback provided? Yes No
- The evaluation was completed with input from multiple faculty members? Yes No
- Was 360 degree feedback incorporated into the evaluation?
(communicator, collaborator, professionalism) Yes No
- Did the trainee's performance meet expectations in all domains? Yes No
- Did the trainee's performance meet expectations in the operating room? Yes No
- Did the trainee demonstrate sufficient progress in their performance of clinical skills over the rotation? Yes No

Overall Competence

- 1 – Fails to meet expectations in most/all domains; overall severe fail for the rotation
- 2 – Poor or marginal performance generally failing to meet expectations in key domains (Medical Expert, Manager, Professional); overall fail for the rotation
- 3 – Generally meets expectations in most domains with occasional lapses or in a key domain (Medical Expert, Manager, Professional); overall pass for the rotation
- 4 – Exceeds expectations in key domains (Medical Expert, Manager, Professional)
- 5 – Consistently superior performance in all domains

Strengths (provide narrative)

Weaknesses (provide narrative)