

Evaluation of International Medical Graduate by Supervisor

Evaluator:

International Medical Graduate:

Select the response to the question which most closely aligns with the Internal Medical Graduate's performance under your supervision.

The International Medical Graduate (IMG) cares for patients with chronic conditions (PC-2)

- 1 = Recognizes a chronic condition and documents a problem list based on the encounter
- 2 = also develops a relationship with the patient that demonstrates understanding of the disease and its implications while improving care
- 3 = also engages the patient in self-management of his or her condition
- 4 = also shows leadership within the patient care team and guides families through utilization of community resources for chronic illness
- 5 = also personalizes care of patients with multiple chronic conditions and co-morbidities

The IMG partners with the patient, family, and community to improve health through disease prevention and health promotion (PC-3)

- 1 = Collects a family, social, and behavioral history
- 2 = also incorporates an awareness of disease prevention and health promotion into patient care
- 3 = also works with the patient and family to understand and overcome barriers to disease prevention and health promotion
- 4 = also integrates disease prevention and health promotion into care for all patients
- 5 = also integrates practice into the community and works to improve population health

The IMG partners with the patient to address issues of ongoing signs, symptoms, or health concerns that remain over time without clear diagnosis despite evaluation and treatment, in a patient-centered, cost-effective manner (PC-4)

- 1 = Addresses the concerns of patients with ongoing signs, symptoms, or health concerns
- 2 = also develops a comprehensive differential diagnosis for those patients
- 3 = also addresses the medical and social needs of those patients and utilizes multidisciplinary resources to deliver effective patient care
- 4 = also personally takes responsibility for the care of those patients, develops long-term treatment plans for management of their symptoms, and establishes trust with the patient in
- 5 = also uses multidisciplinary resources and an investigatory approach to contribute to the development of medical knowledge around undifferentiated signs, symptoms, or health concerns

The IMG demonstrates medical knowledge of sufficient breadth and depth to practice in the field of specialty (MK-1)

- 1 = Demonstrates the capacity to improve medical knowledge through study
- 2 = also demonstrates the ability to assess and act to increase breadth of knowledge
- 3 = also achieves a faculty evaluation indicative of competent in the pertinent field of specialty.
- 4 = also appropriately orders, performs, and interprets diagnostic tests and procedures
- 5 = also demonstrates a clear passion for life-long learning

The IMG applies critical thinking skills in patient care (MK-2)

- 1 = Correctly interprets basic clinical tests and images and demonstrates basic decision-making capabilities
- 2 = also synthesizes information from multiple sources and integrates social and behavioral factors into medical decisions and understanding
- 3 = also understands the effect of patient illness on families and integrates comprehensive knowledge to act in the patient's best interest
- 4 = also uses experience and range of knowledge to make complex medical decisions and influence population health
- 5 = also uses in-depth knowledge of patient, family, and community to recommend and implement treatment plans

The IMG provides cost-conscious medical care (SBP-1)

- 1 = Demonstrates an understanding of medical resources and the implications of cost of care on the patient and the health care system
- 2 = also understands and implements costs as part of a risk/benefit analysis for treatment options
- 3 = also develops treatment plans that efficiently, effectively utilize resources
- 4 = also partners with patients to develop treatment plans that efficiently, effectively use resources even in challenging and complex scenarios
- 5 = also role models efficient and cost-effective use of resources in all patient care scenarios

The IMG emphasizes patient safety (SBP-2)

- 1 = Understands that effective team-based care plays a role in patient safety and recognizes that medical errors play a role in patient safety
- 2 = also recognizes medical errors when they occur and understands the impact of those errors; understands and follows protocol to prevent errors
- 3 = also recognizes individual and system errors in family medicine practice and develops an individual self-improvement plan
- 4 = also consistently improves own methods and encourages medical team to exhibit continuous effort to increase patient safety and reduce medical error
- 5 = also role models self-improvement and system improvement practices in all practice settings, including the development, use, and promotion of patient care protocols and other tools

The IMG advocates for individual and community health (SBP-3)

- 1 = Recognizes social climate and how community policy decisions impact individual and community health
- 2 = also understands the role of community policy and culture in community health and recognizes that the physicians can influence community health
- 3 = also identifies specific community characteristics that influence specific patient's health
- 4 = also collaborates with other medical professionals and community partners to guide policies, educate the public, and implement community initiatives
- 5 = also role models active involvement in community education and health policy change

The IMG coordinates team-based care (SBP-4)

- 1 = The IMG understands his or her role in a patient care team and participates appropriately
- 2 = also understands the role of patients, families, consultants, and interprofessional team member and can show responsibility for coordinating care
- 3 = also engages the appropriate care team to provide well-rounded care while maintaining a personal relationship with the patient as his or her physician
- 4 = also demonstrates responsibility for coordination of care and enacting a comprehensive patient care plan that utilizes multidisciplinary professionals

5 = also role models leadership, integration, and optimization of care to provide highest quality patient care

The IMG performs specialty-appropriate procedures to meet the health care needs of individual patients, families, and communities, and is knowledgeable about procedures performed by other specialists to guide their patients' care (PC-5)

- 1 = Identifies procedures that physicians perform and demonstrates sterile technique
- 2 = also performs supervised procedures effectively and accurately, including pre- and post-procedural care
- 3 = also identifies opportunities to perform procedures he or she will need for future practice and effectively counsels the patient on indications and possible complications of the recommended procedure
- 4 = Independently performs all procedures necessary for graduation and identifies additional procedures needed for future practice
- 5 = also seeks additional opportunities to perform procedures as needed in the community

The IMG locates, appraises, and assimilates evidence from scientific studies related to the patients' health problems (PBLI-1)

- 1 = Understands basic concepts in clinical epidemiology, biostatistics, and clinical reasoning
- 2 = also understands study design, bias, and patient-centered outcomes
- 3 = also demonstrate a critical understanding of research findings, reviews and meta-analyses, and evaluate information from colleagues, experts, and pharmaceutical representatives, as well as patient-delivered information
- 4 = also incorporates principles of evidence-based care into clinical practice
- 5 = also shows leadership and assesses evidence-based medicine

The IMG demonstrates self-directed learning (PBLI-2)

- 1 = Requests feedback and uses feedback to improve learning and performance
- 2 = also incorporates feedback to improve performance
- 3 = also has a learning plan that demonstrates a balanced and accurate assessment of competence and areas for continued improvement
- 4 = also consistently evaluates self and practice to implement changes in practice to improve patient care
- 5 = also regularly seeks to improve knowledge and care, and participates in research to fill knowledge gaps in family medicine

The IMG improves systems in which the physician provides care (PBLI-3)

- 1 = Recognizes inefficiencies, inequities, inconsistencies, and quality gaps in the health care system
- 2 = also compares care to external standards and identifies areas of improvement
- 3 = also uses an organized and systematic method to address potential areas of improvement
- 4 = also consistently reviews and establishes protocols to assess practice and compare to external standards, with consistent efforts toward improvement
- 5 = also role models continuous quality improvement of self-practice and health system practice, using advanced methodologies and skill sets

The IMG completes a process of patient care (PROF-1)

- 1 = Demonstrates a basic understanding of professional behavior, medical ethics, and demonstrates consistent moral character to patients and colleagues

- 2 = also acknowledges potential personal and professional moral conflicts, and behaves according to legal ethical standards
- 3 = also demonstrates an understanding of the importance of self-awareness and self-discipline as a medical professional
- 4 = also demonstrates comprehensive ability to act professionally as a physician
- 5 = also serves as a team leader and role model for professional behavior and seeks to increase standards of professionalism across the system

The IMG maintains emotional, physical, and mental health; and pursues continual personal and professional growth (PROF-4)

- 1 = Recognizes signs of sleep deprivation and stress, as well as the importance of physical, mental, and emotional health
- 2 = also balances personal well-being with patient care to adequately manage physical, mental, and emotional health
- 3 = also provides feedback regarding signs of fatigue in self and others
- 4 = also appropriately manages situations in which physical, mental, and emotional health are challenged
- 5 = also applies principles of physician wellness to patient care

The IMG develops meaningful, therapeutic relationships with patients and families (C-1)

- 1 = Recognizes that effective relationships are important to patient care
- 2 = also creates open, safe communication lines to effectively share information with the patient and families
- 3 = also respects patient autonomy in care decisions and builds rapport with a growing patient panel
- 4 = also connects with patients and their families to develop trust, respect, and understanding
- 5 = also role models effective, continuous, personal relationships with patients and their families

The IMG develops relationships and effectively communicates with physicians, other health professionals, and health care teams (C-3)

- 1 = Understands the role of and shows appreciation for the entire health care team
- 2 = also clearly presents and communicates patient information and data
- 3 = also utilizes the EMR and communicates collaboratively with the health care team
- 4 = also sustains collaborative working relationships through difficult situations and effectively negotiates and manages conflict
- 5 = also role models effective team collaboration to meet the needs of the patient

The IMG utilizes technology to optimize communication (C-4)

- 1 = Recognize the effect of technology on patient care and the ethical and legal implications of the use of technology in health care
- 2 = also maintains appropriate clinical documentation and uses technology to enhance patient care
- 3 = also accurately documents transitions of care and optimizes communication across systems
- 4 = Effectively and ethically uses all forms of communication, and integrates technology appropriately
- 5 = also stays current with technology and adapts to improve communication within the health care team

Identify areas in which the IMG has opportunity to improve:

Identify areas in which the IMG excels and can function as a supervisor or preceptor or teacher for others:

Signature: _____

Printed Name: _____