

Clinical Excellence Core Competencies Evaluation (CONFIDENTIAL)

Candidate: _____

Date: _____

INSTRUCTIONS

Clinical care at Stanford is expected to reflect excellence beyond basic professional competence. In completing each item of this assessment, you are asked to consider the candidate's performance relative to Stanford's expectation of excellence. Please be as candid as possible. These forms (including the identity of their authors) will be treated as strictly confidential within the reappointment and promotion process.

PLEASE TELL US ABOUT YOURSELF.

1. Please indicate the nature of your relationship to the candidate (choose the single best fit):

- Trainee of the candidate
- Clinical administrator (for example, nurse manager or clinic manager)
- Allied healthcare provider (for example, nurse practitioner or physician assistant)
- Physician (not trainee)
- Other _____

This relationship is (circle one): current / past

2. Please indicate **your** departmental affiliation and/or clinical specialty, if applicable:

Dept./Div. _____ Specialty _____

3. Please indicate the nature of your familiarity with the candidate's performance (choose the single best fit):

- General knowledge by reputation only (no direct observation)
- Direct knowledge of patient outcomes and/or chart review
- Direct observation of candidate's work in the clinical setting
- Insufficient information on which to base an evaluation (**if you select this answer, STOP.** Do not complete the remainder of the evaluation).

This knowledge is (circle one): current / past

PLEASE COMPLETE THE FOLLOWING SURVEY.

For each item, ratings are explained as follows:

- "Significant Concern*"
- "Average" – basic professional competence (but short of "excellent" as defined below)
- "Excellent" – comparable to what should be expected at an academic medical center like Stanford
- "Outstanding" – a clinician who is widely recognized on a local or regional basis. Among the top 5-10% of clinicians you have known.
- "Extraordinary*" – a true "doctor's doctor" whose clinical performance is nationally recognized. Among the top 1% of clinicians you have known.

Please note that for any items on which you rate the candidate's performance either "Significant Concern" or "Extraordinary," an explanation is required. We once again ask you to be as candid as possible.

GENERAL CLINICAL PROFICIENCY	Significant Concern* (comment required)	Average (basic professional competence)	Excellent (expected at top academic medical center)	Outstanding (top 5-10% of doctors I have known)	Extraordinary* (top 1% of doctors. I have known)		Not applicable or don't know	COMMENTS <i>(REQUIRED for ratings of "Significant Concern" or "Extraordinary")</i> <i>If applicable, please describe specific observed performance or behavior that influenced your assessment. Describe history and frequency of this performance or behavior, including any trend toward improvement or worsening over time. Continue on back or separate sheet if necessary.</i>
Maintains up-to-date knowledge base appropriate to scope of practice	1	2	3	4	5			
Maintains current technical/procedural proficiency	1	2	3	4	5			
Applies sound diagnostic reasoning and judgment	1	2	3	4	5			
Applies sound therapeutic reasoning and judgment	1	2	3	4	5			
Applies evidence from relevant scientific studies	1	2	3	4	5			
Seeks consultation from other care providers when appropriate	1	2	3	4	5			
Demonstrates reliability in meeting clinical commitments	1	2	3	4	5			
COMMUNICATION	Significant Concern* (comment required)	Average (basic professional competence)	Excellent (expected at top academic medical center)	Outstanding (top 5-10% of doctors I have known)	Extraordinary* (top 1% of doctors. I have known)		Not applicable or don't know	COMMENTS <i>(REQUIRED for ratings of "Significant Concern" or "Extraordinary")</i> <i>If applicable, please describe specific observed performance or behavior that influenced your assessment. Describe history and frequency of this performance or behavior, including any trend toward improvement or worsening over time. Continue on back or separate sheet if necessary.</i>
Communicates effectively with patients and their families	1	2	3	4	5			
Communicates effectively with physician peers	1	2	3	4	5			
Communicates effectively with trainees	1	2	3	4	5			

Communicates effectively with other members of the health care team (for example, nurses, clinical administrators, respiratory therapists, pharmacists)	1	2	3	4	5			
Maintains appropriate medical documentation	1	2	3	4	5			
PROFESSIONALISM	Significant Concern* (comment required)	Average (basic professional competence)	Excellent (expected at top academic medical center)	Outstanding (top 5-10% of doctors I have known)	Extraordinary* (top 1% of doctors. I have known)		Not applicable or don't know	COMMENTS (REQUIRED for ratings of "Significant Concern" or "Extraordinary") <i>If applicable, please describe specific observed performance or behavior that influenced your assessment. Describe history and frequency of this performance or behavior, including any trend toward improvement or worsening over time. Continue on back or separate sheet if necessary.</i>
Treats patients with compassion and respect	1	2	3	4	5			
Serves as patient advocate (puts the patient first)	1	2	3	4	5			
Shows sensitivity to cultural issues	1	2	3	4	5			
Treats physician peers with respect	1	2	3	4	5			
Treats trainees with respect	1	2	3	4	5			
Treats other members of the health care team (for example, nurses, clinical administrators, respiratory therapists, pharmacists) with respect	1	2	3	4	5			
Available to colleagues	1	2	3	4	5			
Responds in a timely manner	1	2	3	4	5			
Respects patient confidentiality	1	2	3	4	5			

*COMMENTS ARE REQUIRED for ratings of "Significant Concern" or "Extraordinary"

SYSTEMS-BASED PRACTICE	Significant Concern* (comment required)	Average (basic professional competence)	Excellent (expected at top academic medical center)	Outstanding (top 5-10% of doctors I have known)	Extraordinary* (top 1% of doctors. I have known)		Not applicable or don't know	COMMENTS (<i>REQUIRED</i> for ratings of "Significant Concern" or "Extraordinary") <i>If applicable, please describe specific observed performance or behavior that influenced your assessment. Describe history and frequency of this performance or behavior, including any trend toward improvement or worsening over time. Continue on back or separate sheet if necessary.</i>
Effectively coordinates patient care within the healthcare system	1	2	3	4	5			
Appropriately considers cost of care in medical decision-making	1	2	3	4	5			
Participates in quality improvement activities	1	2	3	4	5			
Demonstrates leadership in clinical program development and administration	1	2	3	4	5			
OVERALL	Significant Concern* (comment required)	Average (basic professional competence)	Excellent (expected at top academic medical center)	Outstanding (top 5-10% of doctors I have known)	Extraordinary* (top 1% of doctors. I have known)		Not applicable or don't know	COMMENTS (<i>REQUIRED</i> for ratings of "Significant Concern" or "Extraordinary") <i>If applicable, please describe specific observed performance or behavior that influenced your assessment. Describe history and frequency of this performance or behavior, including any trend toward improvement or worsening over time. Continue on back or separate sheet if necessary.</i>
Overall clinical performance	1	2	3	4	5			

ADDITIONAL COMMENTS: _____