



THE AMERICAN ORTHOPAEDIC ASSOCIATION

Leadership in Orthopaedics since 1887

Resident Assessment Tools
AOA Educational Process, Outcomes and Assessments Committee

Tool# 1

Professionalism and Communications 360 Degree Tool

Instructions for Use

1. Personnel with whom a resident regularly interacts, including coordinators, nurses, PA's, administrators, faculty and peers can assess residents with this form.
2. Suggest a minimum of four anonymous evaluations per resident.
3. Suggest semi annually evaluations. The frequency of feedback to residents should be up to the PD.
4. Interpreting results:
 - a. Three metrics used to satisfactory identify residents at risk in these two important areas of professionalism and communications skills.
 - i. Scores more than 1 SD below their program average
 - ii. Scores of 1 or 2 from more than one evaluator
 - iii. Average of less than 3.0
5. The form can be administered in written form but electronic methods are available and work well with Resident management systems.