



THE AMERICAN ORTHOPAEDIC ASSOCIATION

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## **Resident Assessment Tools** **AOA/CORD Assessment Tools Subcommittee**

### **Tool# 3**

#### **Operative Performance Tool**

The Assessment Tools Subcommittee of the Council of Orthopedic Residency Directors (CORD) identified assessment of surgical skills of orthopedic residents as an important unmet need for orthopedic programs. The members decided that a form that was simple, straightforward, and quick to fill out and that could be applied globally to all orthopaedic procedures would be optimal.

#### **Tool Origin and Modification**

- a. This tool was developed by the committee modified from the Global Rating Index for Technical skills (GRITS) for general surgery cases published by: *Doyle et al The American Journal of Surgery 2007 A Universal Global Rating...*
- b. It was shortened and the categories were made more relevant to orthopaedic surgery.
- c. It will provide program directors an assessment tool for surgical skills.
- d. The scale was changed to a four point scale .
- e. It was recommended that residents be rated against their peers for year in training.
- f. The purpose of the new form was to detect resident outliers who are at risk of falling behind their peers.

#### **Committee Experience**

- a. Residents have been very receptive to this evaluation and felt it was important.
- b. Residents appreciate feedback on their skills.
- c. Some committee members have incorporated it into their electronic evaluation system.
- d. Poor resident scores have fit with other opinion of resident performance in surgical skill.

#### **Recommended Use of the Tool**

- a. The form should be completed by a surgeon who has participated in a case with a resident shortly after the case.
- b. Scores of 1 and 2 as should be used for a resident who is performing at a suboptimal level in any of the categories.
- c. Direct feedback to the resident is desirable.
- d. Residents receiving multiple 1's and 2's should have further instruction and experience to improve their skills.