

Medical Knowledge and Patient Care				
	Bottom 50%	Top 26 - 50%	Top 11-25% (Level 1 Resident Milestones)	Top 10% (Level 2 Resident Milestones)
Information Gathering and Interpretation	Collects and reports a basic neurological history of present illness	Collects and reports a basic neurological history of present illness pertinent to a patient's chief complaint	Collects and interprets a comprehensive neurological history of present illness pertinent to a patient's specific pathology	Provides and succinctly communicates a comprehensive neurological history of present illness pertinent to a patient's specific pathology
	Performs and reports a basic neurological physical exam	Performs and reports a basic neurological physical exam, appropriately distinguishing between normal and abnormal findings	Performs and reports a nuanced neurological physical exam pertinent to a patient's specific pathology	Performs and interprets a nuanced neurological physical exam pertinent to a patient's specific pathology
	Correlates basic neuroanatomy and physiology with function (e.g. cortical landmarks, large vascular distributions)	Correlates general neuroanatomy and physiology with function (e.g. deep brain structures, vascular tree)	Correlates complex normal neuroanatomy and physiology with function	Correlates pathological neuroanatomy and physiology with function
	Explains differences between basic imaging modalities (CT, MRI) and reports basic findings X	Interprets brain and spine CT or MRI in a basic but systematic fashion; identifies abnormal findings	Gathers, interprets, and reports basic diagnostic test results (e.g. serology, chest radiograph, brain and spine CT) X	Describes indications for standard diagnostic testing X
Critical Thinking for Diagnosis and Therapy	Lists a basic differential diagnosis for common clinical presentations with the aid of references	Lists a basic differential diagnosis for common clinical presentations	Lists a comprehensive differential diagnosis for common clinical presentations	Provides a comprehensive differential diagnosis for a wide range of clinical presentations
	Lists basic therapeutic options for common clinical presentations with the aid of references X	Lists basic therapeutic options for common clinical presentations X	Lists comprehensive therapeutic options for common clinical presentations	Explains advantages and drawbacks of standard therapeutic options X
Procedural Aptitude				
	Bottom 50%	Top 26 - 50%	Top 11 - 25%	Top 10%
Bedside	Receptive to learning steps of bedside procedures while observing X	Lists equipment required for, basic steps of, and safety principles of common bedside procedures X	Performs common bedside procedures safely and responsibly with step-by-step guidance	Performs common bedside procedures safely and facilely; able to troubleshoot
Operating Room	Receptive to learning tasks required for setting up an operating room	Sets up the operating room for common neurosurgical operations with step-by-step guidance	Sets up operating room for common neurosurgical operations with minimal guidance	Anticipates needs in operating room set-up for a variety of neurosurgical operations with minimal guidance
	Receptive to learning workflow within the operating room; observes surgery	Understands basic workflow in the operating room; safely performs basic assistant tasks with step-by-step guidance	Demonstrates understanding of steps in common neurosurgical operations; safely assists operations with step-by-step guidance	Anticipates steps in the sequence of common neurosurgical operations; safely assists operations with minimal guidance
	Receptive to learning fundamental surgical techniques while observing X	Explains safety principles and basics of fundamental surgical techniques with aid of step-by-step guidance X	Demonstrates safety principles and basic fundamental surgical techniques (e.g. opening and closure) X	Routinely performs fundamental surgical techniques (e.g. opening and closure) safely and effectively X

Professionalism				
	Bottom 50%	Top 26 - 50%	Top 11 - 25%	Top 10%
Initiative and Drive	Receptive to task assignments relevant to the service if assigned; reliably completes tasks with continuous oversight	Available to help with tasks relevant to the service if assigned; reliably completes tasks with moderate oversight	Identifies tasks relevant to the service; reliably completes them with little oversight	Anticipates tasks relevant to the service; reliably and independently completes them
Teamwork	Requires frequent direction or re-direction to navigate role within the neurosurgical service	Understands role within the neurosurgical service without significant direction; blends in without interpersonal conflict	Demonstrates natural understanding of role within the service structure; stands out at appropriate or opportune times	Works naturally with other medical students, residents, and faculty; assumes responsibility at appropriate times
Interpersonal & Communication Skills				
	Bottom 50%	Top 26 - 50%	Top 11 - 25%	Top 10%
Communication	Observes, reflects, and demonstrates insight on communications between patients, providers, and other members of the interprofessional health care team	Uses language and non-verbal behavior to exhibit respect and establish rapport with patients and other members of the interprofessional health care team	Uses language and non-verbal behavior to exhibit respect, establish rapport, and demonstrate cultural competency with patients; coordinates care within the neurosurgical service	Establishes therapeutic relationships using active listening and clear, patient-friendly language; coordinates care with consulting services
Evidence-Based Practice & Improvement				
	Bottom 50%	Top 26 - 50%	Top 11 - 25%	Top 10%
Evidence-Based Practice	Receptive to learning about or researching evidence-supported treatment patterns; searches for information with prompting and guidance	Investigates evidence-base for treatment strategies in common neurosurgical conditions with prompting	Investigates evidence-base for treatment strategies in common neurosurgical conditions; shares findings with other team members if prompted	Investigates and critiques evidence-base in common or rare neurosurgical conditions; seeks to share findings with other team members at appropriate times
Coachability and Feedback	Improves or modifies actions with repeated feedback or demonstrates resistance to feedback	Responds to correction immediately; works to incorporate corrections into practice; receptive to feedback	Responds to correction immediately with insight; subsequently performs tasks correctly; receptive to difficult feedback	Responds to correction immediately with insight; subsequently performs tasks correctly; seeks out and is receptive to difficult feedback

Compared to other neurosurgery applicants you have recommended in the last 5 years, the applicant is in the:

☐ Top 1%
 ☐ 2-5%
 ☐ 6-10%
 ☐ 11-25%
 ☐ 26-50%
 ☐ Bottom 50%

Summarize your experience with the applicant and define unique qualities that benefit or detract from the applicant's potential to excel in neurosurgical training (no limit):

