



## Plastic Surgery Residency Applicant Evaluation Form

This sample template outlines the questions included in the standardized letter of evaluation for a Plastic Surgery residency application in the 2027 ERAS® application season. It is intended for preparation purposes only and should not be uploaded. Letter writers must complete and submit evaluations using the standardized letter platform within the [AAMC Letter Writer Portal](#).

### Additional Letter Information

1. Is this a group Letter?

- Yes
- No

Additional Author Name(s) and Position(s) (Please specify)

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### Writer Background

2. I am affiliated with a Plastic Surgery Residency Program.

- Yes
- No

3. What was the nature of your relationship with the applicant? (select all that apply)

*I was/am their...*

- Clinical supervisor/faculty
- Research mentor
- Specialty/career advisor
- Residency Program Director (i.e., if you were the applicant's official program director while they were a resident in training)
- Other (please describe):

4. How recently did you last work with the applicant?

- In the past 6 months
- 6-12 months ago
- Over a year ago

5. How confident are you in your ability to accurately evaluate this applicant?

- Not Confident** - Minimal direct experience working with the applicant, limited knowledge of their work, and do not feel well-positioned to evaluate their qualifications accurately.
- Somewhat Confident** - Have worked with the applicant occasionally and know some aspects of their work, but level of interaction and familiarity is not sufficient to provide a confident evaluation.

- Confident** - Regular interaction with the applicant and have a reasonable understanding of their abilities, although there are some areas where insight may be limited.
- Very Confident** - Worked with the applicant frequently over a longer period time, know them well professionally, and feel well-qualified to evaluate on most aspects of their performance and potential.
- Extremely Confident** - Worked closely and extensively with this person, possess comprehensive knowledge of their work and capabilities, and am very confident in my ability to provide an accurate, detailed evaluation.

### Applicant Evaluation – Technical/Clinical Competencies

Evaluate the applicant’s proficiency on each competency using the following rating scale. Most applicants should receive “Meets Expectations” ratings because this reflects expected performance level of an experienced 4<sup>th</sup> year medical student. If the applicant is rated in the “Far Exceeds Expectations” category, use the space provided to justify your rating.

**Far Exceeds Expectations** - Functions at the expected level of a PGY-2 plastics resident.

**Exceeds Expectations** - Mostly functions at the expected level of a PGY-1/intern, but occasionally functions at the expected level of a PGY-2 plastics resident.

**Above Expectations** - Functions at the expected level of a PGY-1/intern.

**Meets Expectations** - Functions at the expected level of a 4<sup>th</sup> year medical student.

**Below Expectations** - Functions at the expected level of a 3<sup>rd</sup> year or lower medical student.

**Unable to Rate** - No opportunity to observe performance.

6. **Clinical Skills** – Applies and integrates foundational medical knowledge and procedural skills (e.g., history taking, physical examination, diagnostic testing) to assess, diagnose, and develop treatment plans to care for patients effectively and safely.

If you selected *Far Exceeds Expectations* for **Clinical Skills**, please provide a behavioral example(s) to justify your rating. (max 300 characters)

7. **Technical Proficiency** – Learns and applies techniques with the manual dexterity, fine motor control, and visuospatial coordination required to perform basic surgical procedures safely and effectively; shows developing precision and efficient instrument use in procedural tasks.

If you selected *Far Exceeds Expectations* for **Technical Proficiency**, please provide a behavioral example(s) to justify your rating. (max 300 characters)

### Applicant Evaluation – Professional Competencies

Rate the applicant in the following dimensions based on how they compare to 4<sup>th</sup> year medical students who *matched in plastic surgery from the past 3 years*. The majority of applicants should be evaluated in between the middle 31- top 11% ranges. The Top 1% rating should only be selected in rare situations where the applicant performs at a level that is remarkable and rarely seen. If you rate the applicant in the Top 1% for any of these dimensions, include written comments in the provided areas below each dimension to justify that rating.

Bottom 30%	Middle 31-74%	Top 25-11%	Top 10-2%	Top 1%	Unable to Rate
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8. **Work Ethic** – Fulfills responsibilities reliably and on time, follows through on tasks, and is accountable for their actions and outcomes.

If you selected *Top 1%* for **Work Ethic**, please provide a behavioral example(s) to justify your rating. (max 300 characters)

9. **Resilience** – Perseveres and maintains composure under pressure by quickly adapting to change, adjusts behavior in response to new conditions or challenges, seeks appropriate support and resources when needed, and recovers from setbacks while balancing well-being with responsibilities.

If you selected *Top 1%* for **Resilience**, please provide a behavioral example(s) to justify your rating. (max 300 characters)

10. **Coachability** - Ability to openly receive and accept feedback, reflect on it, and adjust their behavior based on that feedback to improve performance and professional growth.

If you selected *Top 1%* for **Coachability**, please provide a behavioral example(s) to justify your rating. (max 300 characters).

11. **Teamwork** – Engages with patients, peers, and interprofessional team members to constructively share information, support coordinated decision-making, and work effectively as part of a care team toward common goals to deliver high-quality, patient-centered care.

If you selected *Top 1%* for **Teamwork**, please provide a behavioral example(s) to justify your rating. (max 300 characters).

12. **Emotional Intelligence** – Recognizes, understands, and empathizes with others' experiences, feelings, perspectives, and reactions, and maintains situational awareness to respond appropriately.

If you selected *Top 1%* for **Emotional Intelligence**, please provide a behavioral example(s) to justify your rating. (max 300 characters).

13. If you were ranking this applicant for your residency program they would be...

- Would not rank
- Lower rank (better than not matching)
- Middle rank (would be fine if they match with us)
- Higher rank (would be excited if they match with us)
- Ranked to match (top choice for matching with us) *Note: this option should not be selected for more applicants than you have positions for in your PGY-1 class.*
- Not applicable

## Written Comments

14. Please describe what makes this applicant stand out the most from their peers that will contribute to their success as a resident. (max 300 characters)

15. Please describe the supports a program could provide this applicant to ensure their success as a resident. (max 300 characters)

16. *(Optional)* In lieu of attaching a PDF letter of recommendation, please use this space to add any additional comments. (max 8000 characters)