

V. Evaluation
A. Resident Evaluation
1. Formative Evaluation

Common Program Requirement:

1. *Formative Evaluation*
 - a. *The faculty must evaluate resident performance in a timely manner during each rotation or similar educational assignment, and document this evaluation at completion of the assignment.*
 - b. *The program must:*
 - (1) *provide objective assessments of competence in patient care, medical knowledge, practice-based learning and improvement, interpersonal and communication skills, professionalism, and systems-based practice;*
 - (2) *use multiple evaluators (e.g., faculty, peers, patients, self, and other professional staff);*
 - (3) *document progressive resident performance improvement appropriate to educational level; and*
 - (4) *provide each resident with documented semiannual evaluation of performance with feedback.*
 - c. *The evaluations of resident performance must be accessible for review by the resident, in accordance with institutional policy.*

- **Documentation for assessment system:** The Common PIF requests information on the frequency of assessment as well as the assessment methods and types of evaluators the program uses to evaluate each of the six competency domains. In general, there should be evidence of multiple methods and multiple evaluators as well as alignment between the methods of assessment and the skill being assessed. Site visitors may verify the information provided through spot checks of resident files and interviews as needed. Programs using an electronic evaluation system may obtain more information from the ACGME website section on the Site Visit [Electronic Evaluation Systems](#).

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The information requested in the ADS (PIF) is shown below.

Are residents evaluated on their performance following each learning experience?

YES NO

Are these evaluations documented (in written or electronic format)?

YES NO

Using the table below (add rows as needed):

- a. provide the methods of evaluation used for assessing resident competence in each of the six required ACGME competencies and,*
- b. identify the evaluators for each method (e.g., If performance in patient care is evaluated at the end of a rotation using a global form completed by faculty and senior residents and also using a checklist to evaluate observed histories and physicals by the ward attending and continuity clinic preceptor, then under patient care select global assessment for a method and faculty member and senior resident for evaluators; also under patient care select direct observation for a method and attending and preceptor as the evaluators for each of that method.)*

Examples of assessment methods:

direct observation, videotaped/recorded assessment, global assessment, simulations/models, record/chart review, standardized patient examination, multisource assessment, project assessment, patient survey, in-house written examination, in-training examination, oral exam, objective structured clinical examination, structured case discussions, anatomic or animal models, role-play or simulations, formal oral exam, practice/billing audit, review of case or procedure log, review of patient outcomes, review of drug prescribing, resident experience narrative and any other applicable assessment method.

Examples of types of evaluators:

self, program director, nurse, faculty supervisor, medical student, faculty member, attending, preceptor, allied health professional, chief resident, junior resident, resident supervisor, patient, family, peers, technicians, clerical staff, evaluation committee, consultants.

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Competency	Assessment Method(s)	Evaluator(s)
Patient Care		
Medical Knowledge		
Practice-based learning & improvement		
Interpersonal & Communication Skills		
Professionalism		
Systems-based Practice		

- **Documentation for faculty development on assessment:** The Common PIF requests information on how the program supports faculty development related to assessment. (See PIF question below.) Documentation may include a structured and interactive learning activity that enables the evaluators to develop skills in both teaching and evaluation of the competencies.

PIF Question:

*Describe how evaluators are educated to use the assessment methods listed above so that residents are evaluated fairly and consistently.
 Limit your response to 400 words.*

- **Documentation for performance criteria:** The Common PIF requests a description of how the program assures that residents know and understand the performance criteria on which they will be assessed. (See PIF question below.) Documentation may include a process for communicating the criteria used for each evaluation and the standards set by the program, as well as a mechanism to ensure that every resident is made aware of this information.

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PIF Question:

Describe how residents are informed of the performance criteria on which they will be evaluated.

Limit your response to 400 words.

- **Documentation for timely completion:** The Common PIF requests a description of how the program assures the timely completion of evaluations. (See PIF question below.) This description may include a structured mechanism with ongoing monitoring by a designated individual. In addition, residents provide information through the resident survey on the frequency of feedback they receive. (See survey question below.) Site visitors may use interviews for added verification.

PIF Question:

Describe the system which ensures that faculty completes written evaluations of residents in a timely manner following each rotation or educational experience.

Limit your response to 400 words.

Resident Survey Question:

11. Do you receive written or electronic feedback on your performance for each rotation and major assignment?

- **Documentation for semiannual reviews:** The Common PIF requests a description of the process used by the program for the semiannual evaluation of all residents. (See PIF question below.) The process involves the program director or a designee who meets with the resident semi-annually to provide some continuity in guiding the resident through the assessment process. Written documentation of each evaluation will enable the resident to more clearly see developmental progress over time. Designating an individual to monitor semiannual reviews will help assure that they take place as scheduled. Site visitors may spot check resident files and use interviews for added verification.

PIF Question:

Describe the process used to complete and document written semiannual resident evaluations, including the mechanism for reviewing results (e.g., who meets with the residents and how the results are documented in resident files).

Limit your response to 400 words.

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- **Documentation for accessibility of evaluations:** Documentation for this requirement is obtained through the resident survey (see survey question below) and verified by site visitors through resident interviews.

Resident Survey Question:

12. Are you able to review your current and previous performance evaluations upon request?