Assessing the Upcoming Evaluation Changes: Let’s get prepared!

EC Workshop
Presenter: Amy Fioramonte
March 28, 2019
Objectives

• Review the major changes in Section V. – Evaluations
• Consider how the changes may affect your program to begin making preparations
CPR Section V. – Evaluation

Section Overview

V.A Resident Evaluation

V.B Faculty Evaluation

V.C Program Evaluation and Improvement
V.A Resident Evaluation
Resident Evaluation
Notable Changes

Evaluation frequency:
– Rotations > 3 months
– Continuity clinics
Resident Evaluation
360s

• Changed from should or optional to must
• Other types of evaluators:
  – Self
  – Peer
  – Patient
  – Other professional staff members
Resident Evaluation 360s

- Self
- Peer
- Patients
- Other Professionals
Resident Evaluation
360s

- Resident
- Peer
- Self
- Patients
- Other Professionals
Resident Evaluation 360s

- Resident
- Peer
- Patients
- Self
- Other Professionals
Resident Evaluation 360s

- Resident
- Self
- Peer
- Patients
- Other Professionals
Resident Evaluation
Semi-annuals

The program director (or designee) must:

– *Meet with, review, and sign* the semi-annual evaluation
– Include progress along *Milestones*
– Assist in developing *individualized learning plans*
Resident Evaluation Activity

Instructions: At your table discuss how your program(s) conduct:

– Patient evaluations
– Semi-annual evaluations
Resident Evaluation
Summative Evaluation

Conducted at the end of each **program year**
Resident Evaluation
Final Evaluation

- This is the old Summative evaluation
- Completed at the end of the training program
- Milestones and Case Logs (when applicable) must be used as tools
  - Becomes part of the resident’s permanent record
  - Shared with residents at completion of the program
Current “ready to enter practice” wording:

“verify that the resident has demonstrated sufficient competence to enter practice without direct supervision”

New “ready to enter practice” wording:

“verify that the resident has demonstrated the knowledge, skills, and behaviors necessary to enter autonomous practice”
Resident Evaluation
Milestones 2.0

Milestones 2.0 changes:

• Specialty-specific changes in Medical Knowledge (MK) and Patient Care (PC)
• Cross-specialty harmonized milestones in ICS, PBLI, PROF, and SBP
Interpersonal & Communication Skills (ICS)

- Patient- and Family-centered communication (ICS-1)
- Interprofessional and Team Communication (ICS-2)
- Communication Within Healthcare Systems (ICS-3)
Resident Evaluation
Milestones 2.0

Practice-Based Learning and Improvement (PBLI)

- Evidence-based and Informed Practice (PBLI-1)
- Reflective Practice and Commitment to Personal Growth (PBLI-2)
Resident Evaluation
Milestones 2.0

Professionalism (PROF)

- Professional Behavior and Ethical Principles (PROF-1)
- Accountability / Conscientiousness (PROF-2)
- Self-Awareness and Help Seeking (PROF-3)
Resident Evaluation
Milestones 2.0

Systems-Based Practice (SBP)

- Patient Safety and Quality Improvement (SBP-1)
- System Navigation for Patient-Centered Care (SBP-2)
- The Physician’s Role in Healthcare Systems (SBP-3)
V.B Faculty Evaluation
Faculty Evaluation
Notable Changes

- Must have a **process**
- Evaluation areas:
  - Clinical teaching abilities
  - Program engagement
  - Faculty Development participation
  - Clinical performance
  - Professionalism
  - Scholarly Activities
V.C Program Evaluation and Improvement
Program Evaluation & Improvement
Notable Changes

PEC Responsibilities

- Conduct & document the APE
- Advisor to PD
- Review program’s self-determined goals
- Guide ongoing improvement
- Review current operating environment (using SWOT)
Program Evaluation & Improvement
New APE

Curriculum

Outcomes from prior APEs

ACGME letters, citations, AFIs

Quality & Safety of patient care

Aggregate Resident & Faculty metrics*

Aggregate Resident metrics*

Aggregate Faculty metrics*
Program Evaluation & Improvement
New APE

Aggregate Resident & Faculty
- Well-being
- Recruitment & retention
- Workforce diversity
- QI/PS engagement
- Scholarly Activity
- ACGME surveys
- Program evaluations

Aggregate Resident
- Milestones
- In-training exams
- Board certification & pass rates

Aggregate Faculty
- Evaluations
- Professional development

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# Program Evaluation & Improvement

## Standardized Board Pass Rate Requirements (V.C.3)

<table>
<thead>
<tr>
<th>Certification Type</th>
<th>Offered</th>
<th>Aggregate</th>
<th>Compliance 1</th>
<th>Compliance 2</th>
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</thead>
<tbody>
<tr>
<td>Written</td>
<td>Annually</td>
<td>3 Years</td>
<td></td>
<td>higher than the bottom fifth percentile of programs in that specialty</td>
</tr>
<tr>
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<td>Annual</td>
<td>3 Years</td>
<td>80%</td>
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<tr>
<td>Written</td>
<td>Bi-Annual</td>
<td>6 Years</td>
<td></td>
<td></td>
</tr>
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Any Questions?
Upcoming New Innovations Training Sessions

Conferences Module
Date: April 18
Time: 10-11am
Location: 17 Davis

8th Annual NI Training Session
Dates: May 7-8
Time: 8:30am-5pm
Location: USF campus COPH 1038B