



## **EVALUATION OF RESIDENTS AND FELLOWS (TRAINEES)**

Each GME program will define, in accordance with its relevant Program Requirements and specialty/subspecialty certification requirements, the knowledge, skills, and behaviors expected of its trainees. All trainees must demonstrate competence in patient care, medical knowledge, practice-based learning and improvement, interpersonal and communication skills, professionalism and systems-based practice.

Each program will have program-specific written criteria and a schedule for the evaluation of its trainees. Programs will utilize E-Value system unless an exception is approved by DIO. Evaluation criteria and schedule will be discussed with the trainee at the beginning of training. Program evaluation of trainees will be formative and summative.

### **Required Elements of Formative Evaluations:**

- Objective assessment of ACGME Core Competencies: Patient care, medical knowledge, practice-based learning and improvement, professionalism and systems based practice. At least two assessment methodologies must be utilized for each competency, only one of which may be a global rating tool.
- Assessment of compliance with duty hours and other regulatory/organizational requirements, e.g., mandatory education, medical record documentation, hand offs, and patient safety initiatives
- Faculty evaluations of trainee performance for each rotation or major educational assignment. Global rating tools will include items defined by the GMEC for all Nationwide Children's Hospital-sponsored programs ("GME Common Questions").
- Faculty completing evaluations will receive education on teaching and assessing the competencies to ensure that trainees are evaluated fairly and equitably. The program will assure that that faculty evaluations are documented in a timely manner at the completion of the assignment.
- Use of multiple evaluators (faculty, peers, patients/families, self and other members of the health care team)
- Documentation of progressive trainee performance improvement, or lack of improvement, appropriate to education level

- Trainee self-reflection as documented in his/her individual learning plan
- At least semi-annual (quarterly for one year programs) review by Program Director in which the trainee receives formal feedback on performance.

Required Elements of Summative Evaluation:

- Program Director evaluation of trainee upon completion of the training program which is maintained in the trainee's permanent record by the Program. This final evaluation documents the trainee's performance during the final period of education.
- Statement verifying that the trainees has met the goals and objectives of the training program and is competent to practice independently.
- Trainee should review Program Director final evaluation and have the opportunity to provide written comments if desired.

Evaluations of trainee performance must be accessible for review by the trainee in accordance with institution and GME document retention policies.

Approved by GME Committee: 10/26/94; 5/25/95; 4/8/97; 3/8/00; 02/28/07; 12/15/2010