



## Department of Pathology

### EVALUATION SYSTEM

#### RESIDENTS

##### **Evaluation of Resident Performance on Rotations**

- Resident evaluations are documented using the E\*Value electronic system
- All residents have access to their written evaluations via E\*Value and through the Pathology Residency Administrator.
- Faculty must evaluate and document resident performance in a timely manner at the end of each rotation via E\*Value on each resident they supervise during the rotation.
- An objective assessment of competence should be rendered based on the six ACGME core competencies:
  - Patient care
  - Medical knowledge
  - Practice-based learning and improvement
  - Interpersonal and communication skills
  - Professionalism
  - Systems-based practice

##### **Semiannual and Quarterly Evaluations**

- Residents are evaluated quarterly by the departmental Clinical Competence Committee (CCC) to assess their performance based on the six ACGME core competencies.
- Data reviewed may include, but is not limited to, rotation evaluations; peer, self and 360 evaluations, RISE scores, adherence to critical deadlines and attendance at mandatory teaching conferences.

### **Department of Pathology**

- Based on reviewed data, the CCC will rate the resident's overall performance as "satisfactory" or "unsatisfactory".
- Each resident will receive a formal documented evaluation via E\*Value after review by the CCC and their semiannual (PGY2-4) or quarterly face-to-face evaluations (PGY1) with the Program Director and/or Department Chair.

### **Summative Evaluation**

- Upon completion of the residency program, the Program Director will complete a summative evaluation of the resident's performance which will become part of the resident's permanent record maintained by our department.
- The summative evaluation will document the resident's performance during the final period of education and will verify that the resident has demonstrated sufficient competence to enter practice without direct supervision.
- Each resident will receive a documented summative evaluation via E\*Value after review by the CCC and a face-to-face meeting with the Program Director and/or Department Chair.

### **FACULTY EVALUATION**

- Residents evaluate faculty performance as it relates to the educational program semiannually via E\*Value to include:
  - Clinical teaching abilities
  - Commitment to the educational program
  - Clinical knowledge
  - Professionalism
  - Scholarly activities
- Each resident will be allowed to include written feedback via E\*Value
- All faculty evaluations by residents are confidential.



## Department of Pathology

### **PROGRAM EVALUATION AND IMPROVEMENT**

- The program conducts a formal, systematic evaluation of the curriculum annually.
- The Department Chair and Residency Program Director review the following data:
  - Resident performance
  - Faculty development
  - Graduate performance (including graduate performance on the American Board of Pathology certifying examination)
  - Program quality
  - Resident and faculty evaluations of the program (confidential)
- If deficiencies of areas for growth are found based on the parameters listed above, the CCC will prepare a written plan of action to document initiatives to improve performance.
- An Annual Review of Program written report and action plan will be provided to the teaching faculty annually. It will be discussed at a faculty meeting where the report and plan will be submitted for approval by the faculty.