

Evaluation of Resident Performance

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Educational Objectives

- Describe the milestone-driven evaluation system created at the University of Iowa
- Stimulate discussion

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Challenges

- Limited options for tools
- Limited ability to customize existing tools
 - Couldn't randomize questions
 - Couldn't avoid questions for skills that didn't apply
 - Required evaluator to assign a performance "score"
 - Evaluators generally assign high "scores"

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Question Development

- Invited all faculty and residents to contribute questions and identify behaviors, skills, attributes
- Similar to EPAs
- Rotation-specific wording/examples
- Bank of 277+ questions

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Question Generation and Rules

Question ID: 222

Question: Did this resident apply the ASA difficult airway algorithm to manage an unanticipated difficult airway?

Status: Enabled

Trigger Rules (under what conditions is this question asked and interpreted)

PCB > Physicians

Answer Group: Yes/No - Can Perform Task Independently - Include Too Junior as a "No" Response

Status: Enabled

Weight: 1

OR Data Filter Rule: None

OB Filter Rule: Non OB Cases Only - available to everything but OB cases based on location

Milestone	Subspecialty	RVG	Intern	CA1	CA2	CA3	Interpretation Method
PCB	No	No	3	3	3	4	Default Answer Modifier

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Faculty Evaluation

- Did this resident recognize acutely ill or deteriorating patients (EX: persistent hypotension/hypertension, dysrhythmia, cardiac ischemia, hyperkalemia, hemorrhage, acidosis, loss of airway) and begin initial management?
 - Yes, I can trust this resident to perform this task independently. (ie. I really didn't need to be there.)
 - No, not without guidance/reminder from the faculty. (ie. I had to do much of it myself/I had to talk the resident through it.)

Which option best explains why you answered "NO" to this question.

 - This resident is not independent, but his/her performance is appropriate for his/her level of training
 - This resident should demonstrate independence at this level of training
 - Does not apply

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Clinical Day

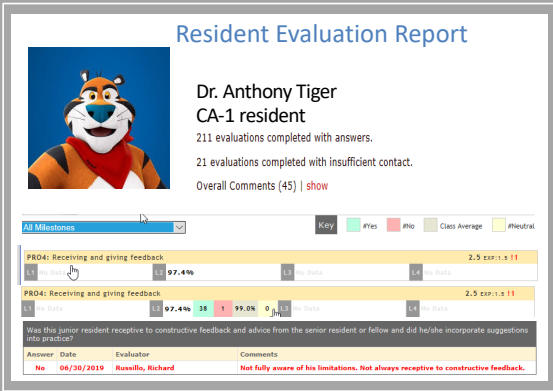
- Evaluation covers a clinical day
 - Combination of patients with different degrees of illness/case complexity
 - Mode/longest duration

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Preliminary Milestone Level Determination

- Computer calculates *preliminary* Milestone level
 - Based on training level
 - At least 10 evaluations
- Positive and negative impact factors
- Competency Committee determines *final* Milestone level

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Resident Evaluation Report

Dr. Anthony Tiger
CA-1 resident

211 evaluations completed with answers.
21 evaluations completed with insufficient contact.
Overall Comments (45) | [show](#)

All Milestones	Key	Yes	No	Class Average	Neutral	
PRD4: Receiving and giving feedback	97.4%	38	1	99.0%	0	2.5 EXP: 1.9 11

Was this junior resident receptive to constructive feedback and advice from the senior resident or fellow and did he/she incorporate suggestions into practice?

Answer	Date	Evaluator	Comments
No	06/30/2019	Russillo, Richard	Not fully aware of his limitations. Not always receptive to constructive feedback.

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Summary

- Shared the UI resident Milestone evaluation tool
- Described its generation
- Identified utility
- Hopefully, stimulated discussion
- THANK YOU

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