

UTHSCSA Graduate Medical Education Policies

Section 3	Evaluation and Assessment Processes	Effective:	October 2000
		Revised:	May 2004, August 2012, February 2015
Policy 3.2.	Resident Evaluation	Responsibility:	Designated Institutional Official

Resident Evaluation

Purpose Each GME program develops and maintains academic requirements for the educational development of the residents in that program. In order to progress academically in the program, the resident must meet those academic requirements.

Policy Residency programs are responsible for regular evaluation of residents' progress. The evaluation system must consist of both formative and summative evaluations.

Formative evaluations

The program 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. The program must:

- Provide objective assessments of competence in patient care and procedural skills, medical knowledge, practice-based learning and improvement, interpersonal and communication skills, professionalism, and systems-based practice based on the specialty-specific milestones;
- Use multiple evaluators (e.g., faculty, peers, patients, self, and other professional staff);
- Document progressive resident performance improvement
- Appropriate to educational level; and,
- Provide each resident with documented semiannual evaluation of performance with feedback.

As part of the evaluation system, the program must provide each resident with a documented semiannual evaluation of performance with feedback. All evaluations must be readily available for resident review.

Summative evaluations

The program director must prepare a summative evaluation for each resident upon completion of the program. The specialty-specific milestones must be used as one of the tools to ensure residents are

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able to practice core professional activities without supervision upon completion of the program. The program director must provide a summative evaluation for each resident upon completion of the program. This evaluation must:

- Become part of the resident's permanent record maintained by the institution, and must be accessible for review by the resident in accordance with institutional policy.
- The evaluation must include a review of the resident's performance during the final period of education and should verify that the resident has demonstrated sufficient professional ability to practice competently and independently without direct supervision.
- Programs are required to use the template for the Final Summative Evaluation located at <http://www.uthscsa.edu/gme/documents/Forms/2011-06%20Final%20Summative%20Evaluation%20Template.pdf>. These standards of evaluation must be applied equitably to all residents, be consistent with all relevant institutional policies, assure due process, and wherever possible, be published and available to members of the resident staff.

Evaluations of residents are to be used in making decisions about promotion, program completion, remediation, and any disciplinary action. The procedures for each of these actions are specified elsewhere.

Reference ACGME Common Program Requirements Effective 7/1/2016, V.A.2-3