

EVALUATION: PROMOTION POLICY

The Pikeville Medical Center (“PMC”) Family Medicine Residency program uses written and electronic evaluation forms in an effort to gather the type of information necessary to continually assess the quality of education, faculty, and personnel. Samples of all evaluations forms used by the residency program are available to residents in the residency program’s administration office and on New Innovations.

Because of the nature of the program, there is ample opportunity for feedback from multiple individuals regarding residents’ performance. The following is a description of the overall evaluation process of the residents which provides a comprehensive overview of the residents’ performance in the clinical, behavioral, and personal arenas of their training based on the core competencies required by the ACGME and the AOA.

The program attempts to provide concurrent performance feedback, both constructive and critical, to maximize learning opportunities which can develop each resident’s potential. The most meaningful evaluation, if honestly and thoughtfully done, is self-assessment/self-reflection and development of an Individualized Learning Plan.

Residents complete a self-assessment annually and the Program Director and PMC Residency Oversight Committee (“ROC”) reviews and modifies, when appropriate, a Learning Plan in order to allow each resident an optimized opportunity to realize his/her goals.

The faculty/precepting physician for each resident’s rotation will evaluate the resident’s performance for the period of time spent on their service. There will be a reciprocal evaluation of that rotation by the resident at the conclusion of each rotation. Preceptor evaluation forms will be routed to the Program Director for review.

All residents will participate in the American Board of Family Medicine’s In-Training Assessment Exam each October. These results are used to identify individual weaknesses and strengths as well as those of the program’s curriculum.

360 Multisource evaluations will be completed by nurses, business office personnel, fellow peer residents (junior and senior), and patients. Peer evaluations are done in an anonymous fashion annually and reviewed by the resident, Program Director, and GMEC.

Evaluations of residents will include each resident’s abilities based on specific national standards-based criteria known as Milestones as they are developed and released by the relevant specialty Review Committee.