Comments/Questions re ITER Minimum Standards document

1. **Auto-warnings to teachers completing the ITERs that <3 is a failure e.g.** *"do you understand a score of less than 3 is a FAIL?; did you discuss the performance with the resident?"*

A. We can consider this modification to the system at the POWER Steering Committee. But this system enhancement is outside the scope of setting minimum standards on future ITERs.

Comments/Questions re ITER Minimum Standards document

2. **Make comments on rotation failure mandatory**

    e.g. *"Please comment on why you are failing this resident. Did you complete mid-term ITER and discuss your concerns at that time?"*

A. This can be flagged in the system e.g. "Are the reasons for the failing overall grade evident in the item scores above it? Or just a notice (along with the notice in Q1) stating that item scores should justify overall assessment
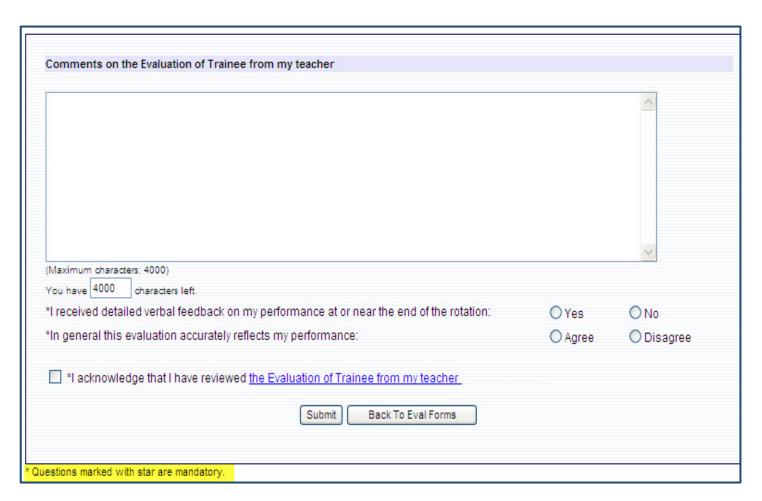
Comments/Questions re ITER Minimum Standards document

3. **Make the formative mid-term ITER mandatory**

A. In 4.4 of our current Evaluation Guidelines, the mid-term evaluation is not mandatory.

"At the midpoint of any rotation of 6 weeks or longer, a Supervisor should provide the Trainee with a Mid-way Evaluation, orally or in writing. The Supervisor should meet with the Trainee to discuss the Trainee's progress to date, identifying any specific strengths or weaknesses."

We will review this question at a future PGMEAC evaluation working group. However, this question is not within the scope of the scoring standards outlined in the document.

Comments/Questions re ITER Minimum Standards document

4. There should be an opportunity on the ITER for residents to agree/disagree with the assessment and an optional comment box.	A. This feature currently exists. The trainee cannot submit ITER without completing the 3 questions (verbal feedback, reflection of performance, reviewed the ITER). *See extract on following slide*

Comments on the Evaluation of Trainee from my teacher

(Maximum characters: 4000)
You have 4000 characters left.

*I received detailed verbal feedback on my performance at or near the end of the rotation: ○ Yes   ○ No

*In general this evaluation accurately reflects my performance: ○ Agree   ○ Disagree

☐ *I acknowledge that I have reviewed the Evaluation of Trainee from my teacher

[Submit]   [Back To Eval Forms]

* Questions marked with star are mandatory.

Medicine Consults

Trainee Name	Tr. Level	Hospital	Block	Start Date	End Date	Email Date	Compl. Date	Teacher		
Doe, Jane	PGY FOUR	SMH	11-Jun	30-May-11	30-Jun-11	16-Jun-11	06-Jul-11	Hepburn, Kathy	🔽	🔍
Winfree, Opra	PGY FOUR	MSH/UHN	11-Jun	30-May-11	30-Jun-11	16-Jun-11	30-Jun-11	Lewis, Jerri	🔽	🔍
Winfree, Opra	PGY FOUR	SMH	11-May	02-May-11	29-May-11	15-May-11	06-Jul-11	Hepburn, Kathy	🔽	🔍

Comments/Questions re ITER Minimum Standards document

5. If <3 = fail, consider global assessment score to 2 point scale (pass/fail). This would minimize confusion for residents and evaluators.

A. This would eliminate the ability to recognize exceptional or outstanding performance. There is a strong sentiment among teachers and residents that they wish to have this ability on the documented forms.

Comments/Questions re ITER Minimum Standards document

6. At the beginning of each ITER, the scoring system should be clearly outlined --- what each score means (including what is a fail score), and the implications of failing a resident and/or reference to policy statement regarding failed rotation

A. This is included in 1(b) and (c) of the Minimum Standards document ie. ITERS must

b. clearly identify the methods by which residents are to be evaluated, and

c. clearly identify the level of performance expected of residents in the achievement of these objectives

We will forward to the POWER Steering Committee the suggestion of adding a weblink on every ITER linking to the PGME Evaluation guidelines, or perhaps including the pdf of the Evaluation Guidelines on the POWER menu.

http://www.pgme.utoronto.ca/Assets/ PGME+Digital+Assets/BOE/UofT+BOE +Eval+guidelines+07+%28Revised %29.pdf

Comments/Questions re ITER Minimum Standards document

7. Does PGME have a Quality Control process to review ITERs before they are posted to ensure they adhere to the Guidelines?

A. Yes

Comments/Questions re ITER Minimum Standards document

8. Where do the proposed ITER policy changes fit in with the current policy on evaluations?

http://www.pgme.utoronto.ca/Assets/PGME+Digital+Assets/BOE/UofT+BOE+Eval+guidelines+07+(Revised).pdf

A.The Evaluation document which guides the Board of Examiners does not set scoring standards or scales so does not require revision to include the Likert Scale or overall question.

The wording in 4.5 of the document states that the PD must discuss the written evaluation with the trainees, and they must sign the form.

Comments/Questions re ITER Minimum Standards document

4.5.1 At the end of each rotation, and at least every 180 days, an End of Rotation Evaluation, in the form of a written evaluation <u>must be completed</u>, using the ITER form, by the Supervisor(s), or by the Program Director or delegate.

The End of Rotation Evaluation should outline the progress that has been made by the Trainee in addressing any problems identified at the Mid-way Evaluation. A Supervisor, or the Program Director, <u>must discuss the written evaluation with the Trainee.</u>

 This discussion should occur in a timely fashion, preferably in person and preferably before the end of the rotation or as soon thereafter as possible.

-

 4.5.2 The Trainee <u>must be asked</u> to provide their signature on the ITER to confirm that it has been seen and discussed with the Supervisor or Program Director. This confirmation does not signify that the Trainee agrees with the evaluation. Failure of the Trainee to sign the form does not invalidate the evaluation.

The Trainee should be given a reasonable period of time in which to consider the evaluation and be encouraged to provide comments regarding this evaluation in a space provided. If subsequent comments are added by the Supervisor, they must be shared and discussed. A copy of the evaluation must be provided to the Trainee upon request<u>.</u>