

April 20, 2017

ARCS Annual Meeting – San Diego, CA

GROUP EVALUATORS

One Solution to Many Issues

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AGENDA

- Background
- Issues
- Solutions
- Implementation
- Problems/Adjustments



BACKGROUND

- ACGME wants ___% for on-time completion for evaluation compliance
- 80-100%

5. What percentage of the faculty complete written evaluations of residents/fellows within 2 weeks following each rotation or educational experience?

80-100 % 60-79% 40-59% 20-39% Less than 20%



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ISSUES

- Last obligation on daily list
- Evaluations are too long
- Feedback is given during OR time
- No scheduled/dedicated time
- Not tied to anything financial



YOUR SOLUTION

- Brain storm with your table

OUR SOLUTION

- Group Evaluators



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GROUP EVALUATORS

- Team-based evaluations
- One leader
- All parties are involved
 - Faculty, APPs, Nurses, OR Staff, Techs, etc.
- Process for evaluation completion is rotation specific



IMPLEMENTATION

- Standard rotation schedule/dates
- Chair/Program Director buy-in
- Division/team buy-in
 - Email/In-person discussions
 - All comments matter



EVALUATION COMPLIANCE

| Year | Quarter | On-Time Compliance % |
|-----------|---------|----------------------|
| 2015-2016 | 1 | 40 |
| 2015-2016 | 2 | 41 |
| 2015-2016 | 3 | 72 |
| 2015-2016 | 4 | 79 |
| 2016-2017 | 1 | 77 |
| 2016-2017 | 2 | 75 |



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THE OTHER PROS

- 100% compliance for completing evaluations
- Anonymous comments
 - No resident retaliation
- Complete evaluation in one place
- Added responsibility/title for the faculty CV



PROBLEMS/ADJUSTMENTS

- Bad faculty evaluator is selected
- Off-site locations
- Processes for teams
- Timing issue with rotation ends
- ACGME – 360 degree evaluations
- Resident comprehension of new grading





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