



ACGME Competencies & Evaluations

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The ACGME requires the following evaluations:

Resident
Faculty
Rotation
Program

Evaluation procedures are outlined in the ACGME Common Program requirements.

Resident Evaluations

Peers, faculty, nurses, self, ancillary staff, patients

- Provide objective assessments in core competencies
- Use multiple evaluators (faculty, peers, staff, etc)
- Document progressive performance improvement for education level

○ Semiannual evaluation of performance with feedback provided by program director

Faculty Evaluations

Residents, core faculty

- At least annually faculty should be evaluated by residents
- Program must provide annual evaluations of faculty performance as it relates for the educational program
- Includes review of teaching ability, commitment to the program, clinical knowledge, scholarly activity & professionalism.

Rotation Evaluation

Residents evaluate each rotation they complete.

- These evaluations should be used to evaluate and improve program

Program Evaluation

- Program **MUST** allow confidential evaluation annually by:
 - Faculty
 - Residents
- These results should be used with other program evaluation results (pass rates, etc) to create a written improvement plan to address any deficiencies in program.

ACGME Competencies

The ACGME competencies represent areas of skill & knowledge that residents are expected to demonstrate before graduation.

Evaluations should evaluate residents based on each of the 6 competencies.

- Patient Care
- Medical Knowledge
- Practice-Based Learning
- Interpersonal & Communication Skills
- Professionalism
- Systems-Based Practice

Patient Care

“Residents must be able to provide patient care that is compassionate, appropriate and effective for the treatment of health problems and the promotion of health.”

- Pre and post operative care
- H&P's, progress notes
- OR skills – dexterity, knot tying, suturing, dissection
- Understanding & anticipating steps in procedures

Medical Knowledge

“Residents must demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge to patient care.”

- General medical knowledge
 - Basic science, clinical management

- Operative knowledge
 - Anatomy, procedures
 - Basic science, clinical management

Practice-Based Learning & Improvement

“Residents must demonstrate the ability to investigate and evaluate their care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care base on constant self-evaluation and life-long learning.”

- Teaching of students & junior residents
- M&M and other presentations including journal clubs
- Ability to managing service
- Incorporating formative feedback to improve daily practice
- Identifying their limitations & working towards improvement

Interpersonal & Communication Skills

“Residents must demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families and health care professionals.”

- Communicating treatment plan
- Justification of patient management decisions
- Interactions with patients, families, peers, attendings and other health care professionals

Professionalism

“Residents must demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles.”

- Honesty
- Integrity
- Preparedness for cases
- Timely completion of medical records, case logs and other non-clinical duties
- Attitude

Systems-Based Practice

“Residents must demonstrate an awareness of, and responsiveness to the larger context and system of health care, as well as the ability to call effectively on other resources in the system to provide optimal health care.”

- High quality, cost effective patient care
- Work with other healthcare specialists
- Be a advocate for your patient
- Identify and try to correct system errors

More information on evaluations and competencies is available on ACGME website:

www.ACGME.org
(under program requirements)

Thank you!!