

Evaluation Tools

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Evaluation Tools Used By Program For The Following General Competencies

General Competencies	List of Evaluation Tools Used/In Development by the Program				
Patient Care	Attending Evaluations Via E*Value	Mini-CEX	360 degree evaluations	ROSCE	Patient Surveys
Medical Knowledge	Attending Evaluations via E*Value	Mini-CEX	ROSCE	Case Presentations	-Journal Club -In-service Exam -Research-in-Progress
Interpersonal and Communication Skills	Mini-CEX	ROSCE	360 degree Evaluations	Attending evaluations Via E*Value	Patient Surveys
Professionalism	360 degree evaluations	ROSCE	Attending evaluations via E*Value	Patient Surveys	Mini-CEX
Practice Based Learning	Case Presentations Walk Rounds Clinic Conferences	Attending evaluations via E*Value			
Systems Based Practice	360 degree Evaluations	Attending evaluations via E*Value	Case Presentations	Patient Surveys	

Mini-CEX (Consultation Evaluation Exercise)

- An attending supervises a fellow doing an examination on their patient
- Examination is specific to the patient's complaint
- Attending evaluates:
 - Medical Interviewing skills
 - Physical Examination skills
 - Humanistic Qualities/Professionalism
 - Clinical Judgment
 - Counseling Skills
 - Organization/Efficiency
 - Overall Clinical Competence as a subspecialist

Mini-CEX
(Consultation Evaluation Exercise)

- Other considerations.....
 - Patient demographics
 - New patient vs. revisit
 - Setting (ambulatory, inpatient consultation, other)
 - Complexity (low, moderate, high)
 - Time (# of minutes for exam)
 - Evaluator Satisfaction Rate
 - Fellow Satisfaction Rate

360 ° Evaluation

- *Fellows are evaluated by:*
 - Nursing staff
 - Medical Assistants
 - Social Work staff
 - Office staff
 - Volunteers
 - Patients

Patient Survey

From a patient's perspective, this evaluates the fellows' ability to:

- Not only hear but listen to the patient
- Become the patient's advocate
- Explain complicated and confusing terms for patients to understand (i.e. meds., disease, etc.)
- Be courteous and respectful
- Be punctual

E*Value Evaluation

■ Web-based evaluation software that offers fellow assessments by the faculty (and vice versa):

- Clinical judgment
- Medical knowledge
- Clinical skills: History taking
Physical examination
Procedural skills
- Humanistic qualities
- Professionalism
- Medical care
- Overall clinical competence as a subspecialist

Rheumatology Objective Structured Clinical Examination (ROSCE)

■ Fellows are assessed based on their humanistic and interpersonal skills by attendings from an outside institution. These:

- Are objective
- Are patient centered
- Provide immediate feedback using a forum which would not otherwise be employed in fellowship training

ROSCE

Designed for:

- Objective testing of trainees
- Direct observation of student performance during planned clinical encounters

Assessment using a variety of methods:

- History taking
- Examination skills
- Advising patients
- Interpretation of data

ROSCE: steps

- **Pre-ROSCE:** fellowship director's assessment of each of their own fellows
- **During the ROSCE:** immediate written assessment of each fellow
 - Attending assessment:
 - Station-specific content
 - Professional qualities
 - Patient assessment:
 - Professional qualities
 - Validated questionnaire
- **Post-ROSCE:** clinic patient assessment of fellow
 - Validated questionnaire

Logs

- **Patient log**
 - Computer-based list of all patients seen
 - Patient diagnoses
 - Date patient is first seen
 - Supervising faculty member
- **Procedure log**
 - Computer-based list of all procedures performed
 - Site and side (i.e. left knee, etc.)
 - Place and date of service
 - Supervising faculty member
 - If applicable, description of any complications or reactions

Fellow Portfolios

- **Divided into:**
 - Lists
 - Procedure
 - Patients seen in clinic
 - Sorted by diagnosis
 - Patients seen in the consult service
 - Sorted by diagnosis
 - Practice-Based Learning
 - Talks and presentations
 - Literature searches
 - Systems-Based Practice
 - Multi-modality approach involving various disciplines relating to a patient's care
 - Includes patient-related issues and problems
- Discussed with fellow and graded quarterly with associate program director

Research In Progress (RIP)

- Educational forum offering fellows the opportunity to present their ongoing research projects to the larger scientific community
- Allows for fellows to receive critical feedback on their project
- Affords the opportunity for patient recruitment for studies

Rounds

- Fellows present complex clinical cases to a gathering of faculty
- Allows for faculty input and feedback
- Affords opportunity to gather information/data necessary for research

A few points...

- All evaluation tools are:
 - Signed by the fellow
 - Signed by the evaluator
 - Signed by the Program Director
 - Individually discussed between the Program Director and fellow
 - If applicable, if remedial/disciplinary action is necessary, evaluation is discussed between Program Director, evaluator and fellow

Fellow Evaluation of the Training Program

- Anonymously submitted to the Program Director only
- Evaluates the program's:
 - Clinical facilities (inpatient unit, clinic, etc.)
 - Clinical training
 - Faculty
 - Laboratory facilities
 - Adequacy of protected research time
 - Seminars, conferences, lectures

Thank you
