POLICY

Formative Evaluation:

The faculty must evaluate in a timely manner the residents whom they supervised. In addition, the residency program must demonstrate that it has an effective mechanism for assessing resident performance throughout the program and for utilizing the results to improve resident performance. Assessments should include the use of methods that produce accurate assessments of residents' competence in Patient Care, Medical Knowledge, Practice-Based Learning, Interpersonal and Communication Skills, Professionalism and Systems-Based Practice, and incorporate the Accreditation Council for Graduate Medical Education Milestones for Psychiatry Residency Program.

Assessments should include the regular and timely performance feedback to residents and include at least semi-annual written evaluations, such evaluations are to be communicated to each resident in a timely manner and maintained in a record that is accessible to each resident for review.

Assessments should use evaluations by faculty, patient, peers, self and other professional staff to achieve progressive improvements in residents' competence and performance.

Summative Evaluation:

The program director must provide summative evaluation for each resident upon completion of each training year, including completion of the program. The final year evaluation must become a part of the resident’s permanent record maintained by the institution, and must be accessible for review by the resident in accordance with institutional policy. This evaluation must document the resident performance during the final period of education and verify that the resident has demonstrated sufficient competence to enter practice without direct supervision.