NORTH CAROLINA BAPTIST HOSPITALS, INC.
POLICY AND PROCEDURE

From: Physician Services

Approved by: _____
Director, Physician Services

_____
Chair, Graduate Medical Education Committee

Prepared by: Physician Services

SUBJECT: RESIDENT EVALUATIONS BY FACULTY

I. POLICY

It is the policy of North Carolina Baptist Hospitals, Inc. that all residents be evaluated in writing at least semiannually by the program director with participation of members of the teaching staff. Each program must establish and implement formal criteria and processes for the evaluation of residents ensuring accurate assessment of the six general competencies as defined in each set of program requirements.

II. PURPOSE

To ensure that the resident has ongoing information as to the assessment of his/her knowledge, skills and overall performance, including demonstration of the attributes of the six general competencies (patient care, medical knowledge, practice-based learning, interpersonal and communication skills, professionalism and systems-based practice. Assessment results should be used to achieve progressive improvements in resident competence and performance.

III. PROCEDURE

The hospital policy is to ensure that the resident's evaluations are at a minimum as follows:

A. Initiated at least semiannually and recorded in writing.

B. Constructed to assess progressive improvements in residents' competence and performance..

C. Communicated to the resident in a timely manner;

D. Used to advance residents to positions of higher responsibility;

E. Maintained in the resident's permanent file and be accessible to the resident and other authorized personnel; and that

F. There should be a written final evaluation for each resident who completes the program reviewing the residents' performance during the final period of education and verifying that the resident demonstrated sufficient professional ability to practice competently and independently.

G. The final evaluation must be part of the resident's file.

Reference: Accreditation Council on Graduate Medical Education Institutional Requirements2002-2003.

1996; reviewed 9/99 revised 10/02;