RESIDENT EVALUATION

Background: As stipulated by the ACGME, the AECOM Committee on Graduate Medical Education (COGME) has established the following policies pertaining to evaluation of residents:

1. Each residency program sponsored by the Albert Einstein College of Medicine must assess resident performance and use the results to improve resident performance.
2. Programs must develop methods to assure resident competence as in the following areas of performance (see tab ACGME General Competencies):
   - **Patient Care** – The residency program must ensure that its residents, by the time they graduate, provide appropriate, effective, and compassionate clinical care.
   - **Medical Knowledge** – The residency program must ensure that its residents, by the time they graduate, possess knowledge in established and evolving biomedical, clinical and cognate sciences domains and the ability to apply it to clinical care.
   - **Practice-Based Learning and Improvement** – The residency program must ensure that its residents, by the time they graduate, are able to investigate, evaluate, and improve their patient care practices, using evidence from the scientific literature.
   - **Interpersonal Skills and Communication** – The residency program must ensure that its residents, by the time they graduate, can develop appropriate interpersonal relationships and communicate effectively with patients, their patients families, and professional associates.
   - **Professionalism** – The residency program must ensure that its residents, by the time they graduate, demonstrate the commitment to carrying out professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population.
   - **Systems-Based Practice** – The residency program must ensure that its residents, by the time they graduate, are aware that health care is provided in the context of a larger system and can effectively call on system resources to support the care of patients.

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1 N.B. The Albert Einstein College of Medicine serves as the ACGME-accredited Institutional Sponsor for residency programs based in Montefiore Medical Center (MMC) and in Jacobi Medical Center (JMC). As required by the ACGME, the Committee on Graduate Medical Education of the Albert Einstein College of Medicine has established written policies pertaining to the academic aspects of GME. Residents are the employees of either MMC or JMC. These academic policies are intended to be coordinated with the employment policies of MMC and JMC that relate to the same matter. Responsibility for all employment-related decisions remains with JMC or MMC.


2. Common Program Requirements, [www.ACGME.org](http://www.ACGME.org) (the common program requirements will go into effect in July, 2003)
3. Programs must provide regular and timely feedback to their trainees. This shall include:
   a. Written semi-annual evaluations
   b. A record of evaluation that is accessible to the resident
   c. A process to use the results of evaluation to assure progressive improvement in resident performance.

4. The program director must provide a final evaluation for each resident, which should include a review of the resident’s performance in the final period of education. This final evaluation should also verify that the resident has demonstrated sufficient professional ability to practice competently and independently.

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