

## Resident Orientation: A Baseline Assessment

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# Resident Orientation: A Baseline Assessment

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## Background:

- The assessment of skills of incoming residents at New Resident Orientation provides 2 advantages to residency training programs: improved efficiency in achieving educational objectives and improved patient safety and levels of care. We set out to assess the key skills new residents need to provide competent patient care prior to their first patient assignment.
- Understanding the unique abilities, skill set and challenges regarding patient care of each incoming resident can greatly enhance competency training (not to mention helping ensure the provision of safe, compassionate care).
- Through understanding of unique skills and challenges, each resident can set forth on a unique educational experience suited to his/her needs that identifies, at the outset, their unique educational goals.
- If these specific goals are clear and competency based, demonstration of learning and growing competence in each area becomes easier.
- The first step and key to this process lies in the evaluation of incoming residents abilities in core competencies identified by the ACGME and AOA.

## Objectives:

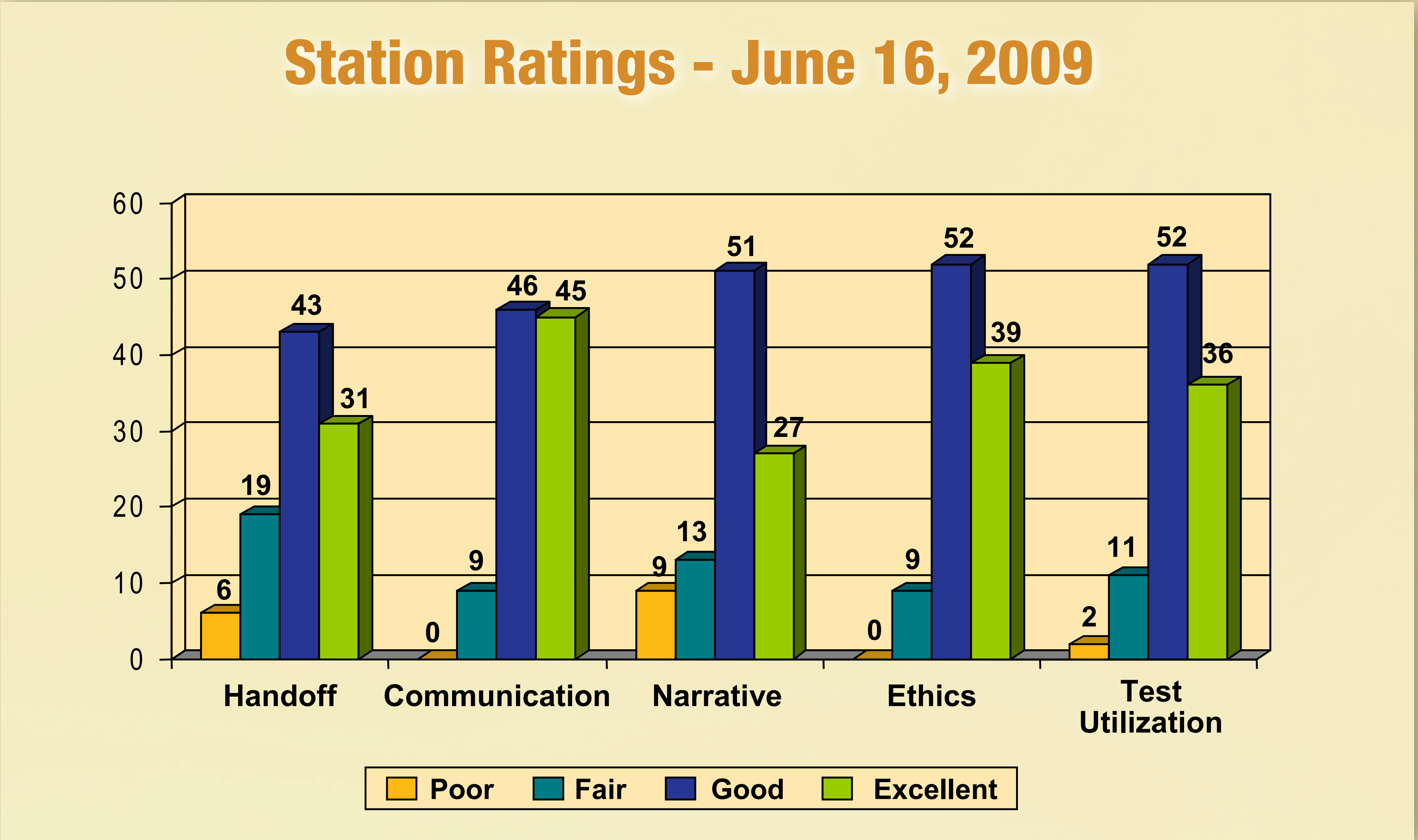
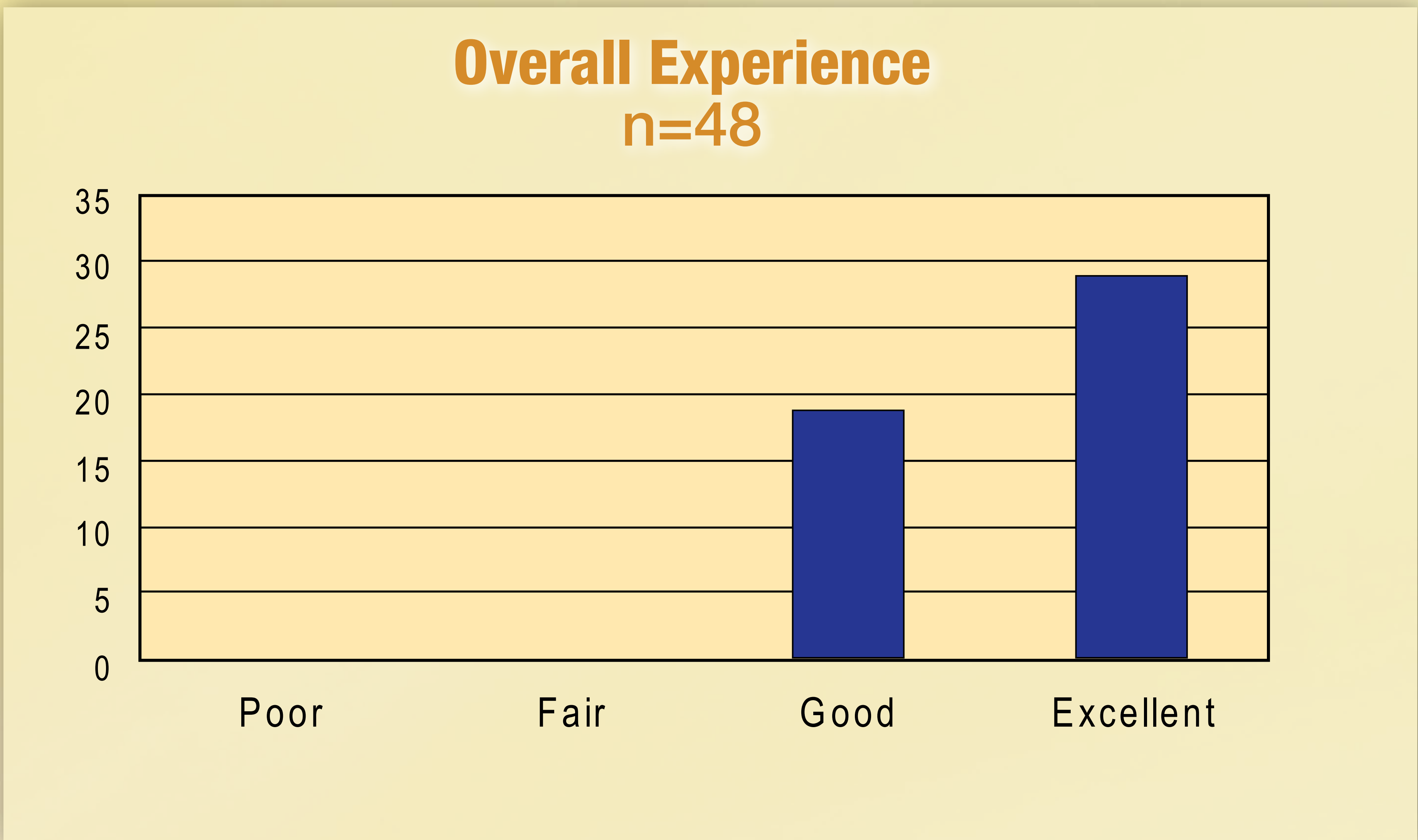
- Develop a multidimensional assessment of ACGME and AOA core competencies of incoming first year residents.
- Identify learners and develop a remediation plan for those residents struggling during the baseline assessment.
- Compare the performance of the residents during orientation (baseline assessment) with follow-up assessments.

## Methods:

- 68 incoming residents
- 5 stations
- 1/2 day
- Simulation
- Standardized Patients
- Narrative
- Paper case(s)

## Outcomes:

- Residents (n=48) rated the overall experience:
  - excellent (n=29, 60.42%)
  - good (n=19, 39.58%)
- Program Directors received a detailed assessment for each of their residents.



## Resident Orientation Participant Feedback

Resident Name:

Date: 6-16-09

Stations Completed	Core Competencies					
	Medical Knowledge	Patient Care	Practice Based Learn & Improve	Interpersonal/ Communication	Professionalism	Systems Based Practice
Handoff						
Communication						
Professionalism						
Ethics						
Test Utilization						
Teams						
EBP						
Other						

## Limitations:

- Inter-rater reliability
  - faculty and standardized patients
- Feedback to residents
- Follow-up assessments

## Significance:

- The project and its outcomes were very well received overall, both from a baseline patient care competency perspective and from the perspective of developing a unique educational program or evaluation for each resident.
- The challenges for the future include using the outcomes to direct patient care responsibilities early in the residency and improving the timeliness of the development of unique educational directives for each resident.
- Follow-up assessments will be planned to assess improvement in areas identified as needing remediation.