

Example 2

Educational Program Evaluation Overview

“A Faculty Development Program to Improve the Quality of Resident Performance Appraisals”

PROGRAM / CURRICULUM			EVALUATION		
1. GOAL	2. OBJECTIVES	3. DESCRIPTION	4. QUESTIONS	5. SOURCE OF DATA	6. METHODS OF DATA COLLECTION
<p>Our Resident Evaluation Committee is dissatisfied with the quality of the resident performance appraisals. Our resident evaluation system uses an appraisal form that needs to be revised because few forms are returned, comments are vague, there are discrepancies among the comments, and residents feel the appraisals are arbitrary.</p> <p>The goal for our faculty development effort is to involve faculty in creating a resident performance appraisal form that will help them provide a more specific and detailed assessment of residents' performance.</p>	<p>OBJECTIVE 1 To involve faculty in the development of a new performance appraisal form</p>	<p>The program to improve the quality of the resident performance appraisals will create an appraisal form that focuses on the three performance dimensions of clinical competence, interpersonal approach/attitude, and growth parameters, and will provide ample space for written comments. Faculty will be encouraged to write specific appraisal comments when using the form.</p>	<p>Did faculty participate in the development of a new appraisal form?</p>	<ul style="list-style-type: none"> - Faculty - New appraisal form 	<ul style="list-style-type: none"> - Interview faculty to determine their level of involvement with process and satisfaction with resulting form - Analyze design of form for clarity and completeness
	<p>OBJECTIVE 2 To achieve greater supporting documentation of faculty judgments of marginal resident performance</p>		<p>Did quantity and quality of behaviorally specific comments on the appraisal form increase?</p> <p>Is there greater supporting documentation of faculty judgments of marginal resident performance?</p>	<ul style="list-style-type: none"> - Responses on individual appraisal forms - Responses from appraisal forms - Notes from Resident Evaluation Committee (REC) 	<p>Review and categorize faculty comments as:</p> <ul style="list-style-type: none"> - “no comment” - “general comment” or - “behaviorally specific comment” <p>Comparison of appraisal form responses with REC decisions</p>