 <p>Mercy MEDICAL CENTER DES MOINES <i>A member of Mercy Health Network</i></p>	GME Department Policy		Page 1 of 2	
	EVALUATIONS		Effective Date:	January, 2014
			Reviewed:	April, 2015

POLICY:


Mercy Medical Center Residency Programs are committed to the training and success of its residents. The ultimate goal is to train residents who become knowledgeable, skillful, and compassionate physicians and surgeons.

Each program establishes written educational goals and objectives by rotation and conducts periodic evaluations of the performance of residents and faculty as well as an overall program evaluation.

The Program Director is responsible for developing and implementing remediation plans as necessary.

PROCEDURES:


1. Residents are required to annually take the applicable specialty college Inservice Training Exam which can be utilized to assess medical knowledge. Residents will be required to participate in review courses when determined appropriate by the Program Director.
2. Residents participate in mock oral exams as required by individual programs to assess medical knowledge and to prepare for specialty board certification.
3. Residents are evaluated at the end of each rotation by the assigned faculty member(s) through My.Evaluations.
4. Faculty members are evaluated anonymously at the end of each rotation by the assigned resident through My.Evaluations.
5. First year residents and others with feedback complete rotation evaluations through My.Evaluations as required by individual programs.
6. Medical students complete evaluations of the applicable program rotation through My.Evaluations as developed by individual programs.
7. Multi-Source (360 Degree) evaluations are completed on residents at least annually. The resident completes a self assessment of performance which is compared to assessments by other target audiences, i.e., faculty, peers, nursing, and other hospital staff.
8. Results of the above resident evaluations are summarized and presented periodically to the respective program Education Committee (or Faculty group) where discussions are held on academic status of each resident. Individual programs determine format for sharing of information and/or discussion of faculty evaluations.
9. Program Director meets with residents periodically to discuss their performance and completes formal evaluations as required by the American Osteopathic Association (at least quarterly), the

 <p>Mercy MEDICAL CENTER DES MOINES <small>A member of Mercy Health Network</small></p>	GME Department Policy	Page 2 of 2	
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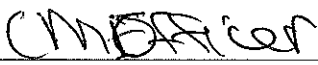
American College of Graduate Medical Education (at least semi-annually), and the applicable specialty college based on feedback from Faculty, Peers, and Hospital Staff including assessment of progress in meeting AOA/ACGME core competencies.

10. If the Program Director and Faculty determine that a Resident's appointment agreement will not be renewed a written notice of non-renewal will be given to the resident prior to one hundred and twenty (120) days of the start of the program year. If however the primary reason(s) for nonrenewal occurs within the four months prior to the end of the appointment agreement the resident will be given as much notice as reasonably possible.

11. An overall program evaluation is completed annually and reported to the Graduate Medical Education Committee. Residents and Faculty have the opportunity for anonymous input into the process. The Program Director establishes a plan of action for areas identified for improvement.



 Signature



 Title