



Resident Quarterly Self-Assessment

1. Please describe or provide a copy of the practice/tool and indicate how this practice/tool is linked to Accreditation Standards.

Standard 2.2.3.3: "With respect to the evaluation process for residents, the program shall ensure that: assessment of a resident's progress shall be continuous and ongoing throughout the program. The resident's achievements shall be regularly assessed in terms of the program and rotation learning goals and objectives. The assessment shall relate to the resident's progress in achieving goals and learning objectives"

Pharmacy residents complete the self-assessment (attached) at the end of each quarter of the residency program. The Residency Coordinator and resident then meet to discuss the resident's progress and set goals for the upcoming quarter. The self-evaluation is competency based and the resident is expected to provide substantiating evidence to support their assessment for each competency.

2. Why did your program decide to implement this practice/tool?
The residency program is competency based and designed to move the learner from novice to competent over the year. Although a formal mid-point and final evaluation is completed for each rotation and there is a hand-off between preceptors, we wanted to create a form and process that would allow us to monitor the residents progress over the year to ensure the programs goals were being met, to foster a relationship with the Residency Coordinator, to quickly identify issues and course correct, and to demonstrate overall progress to the resident.
3. What makes this practice/tool creative and innovative?
The tool is a unique way to ensure the assessment of a resident's progress is continuous throughout the entire year. It forces the resident and Residency Coordinator to reflect on challenges over the previous quarter and celebrate the successes. It ensures the resident's goals are aligned with the Programs' goals and that progress is being made in all aspects of the program. It allows for a 'bigger picture' assessment compared to a rotation specific assessment.
4. Which processes or educational outcomes has this practice/tool improved in your program?
This has assisted in improving longitudinal assessment of the resident to ensure the overall goals of the residency program are being achieved.

5. Which resources are required for this practice/tool to be implemented by other pharmacy residency programs?
None.

Pharmacy Residency Leading Practices Report

To have this leading practice posted on the CSHP's website; please provide a summary describing and explaining the impact it has had.

Implementation of the quarterly assessment tool has allowed for continuous, longitudinal assessment of each resident in addition to discrete assessments of each rotation. It demonstrates knowledge and skill development of each resident over time and identifies areas of focus for the upcoming quarter. It allows for scheduled time with the Coordinator so relationships can be strengthened and opportunities for growth of the program can be explored. It quickly assesses if the resident is meeting the quarterly competency goals.

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