

DISCUSSION GUIDE – IMPLEMENTING A PROGRAM OF DIRECT OBSERVATION OF RESIDENTS

PURPOSE/TOOLS/SETTING

- **Consider your purpose:**
 - **Formative or summative evaluation?**
 - **Documentation needs**
- **Choose a tool/discuss the tool you currently use: what's important to you?**
 - **Reliability**
 - **Validity**
 - **Feasibility**
- **Choose the settings (RRC mandates more than one)**
 - **Where are you already doing observation?**
 - **What faculty are enthusiastic about this?**
 - **How often will each resident be observed?**

ORIENTATION FOR THE PARTICIPANTS

- **Faculty development**
 - **What training needs to be covered: orientation to tool, feedback?**
 - **Who will conduct the training?**
 - **How much and how often do you need training?**
- **Resident orientation**
 - **What needs to be covered?**
 - **Who is responsible for resident orientation?**

OVERCOMING BARRIERS AND CREATING THE CULTURE

- **Overcoming barriers**
 - **What are they?**
 - **Are they different for faculty and trainees?**
 - **How do we overcome these barriers?**
- **Creating a culture of direct observation**
 - **How do you maintain the culture once you have it?**