

P.R.I.M.E. Plus

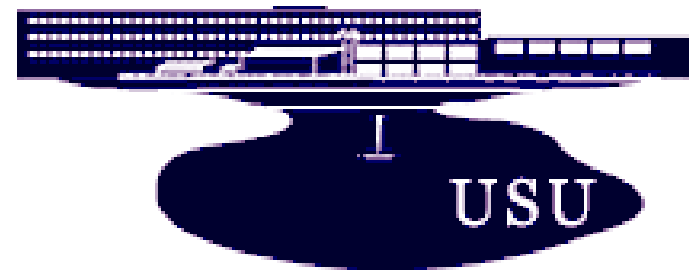
A New Vocabulary for Evaluating Learners

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The Educational Landscape

- New Terminology: Competencies
- New Tools: 360° evaluation, OSCE's, Chart Stimulated recalls, etc...
- Faculty Observations are mainstay.

- However, Faculty evaluations are not always as reliable and accurate as we might like.....
- Work of Patricia Lye suggests problems.
- Problem: How do observers record what they observe in a standardized way to increase reliability and accuracy?

A new system should:

- Have simple phrases that all can remember
- Easy for faculty to observe and write about
- Easy for learners to remember
- Have a common vocabulary to compare performances over time

Possible solutions:

Organize your thinking along analytic lines:

Knowledge

Skill

Attitudes

OR

Organize your thinking along synthetic lines.....

Professionalism

Reporter

Interpreter

Manager

self-Educator

PROFESSIONALISM

Does the learner demonstrate:

Reliability, Responsibility, Teamwork

Respect for Patient's Values

Punctuality

Respect for Staff and Peers

Military Courtesy and Comportment

REPORTER

Does the learner demonstrate good:

Interviewing Skills

Physical Examination Skills

Written Documentation

Oral Case Presentations

INTERPRETER

Does the learner demonstrate:

Problem Prioritization

Differential Diagnosis

Interpreting Data (Hx,PE,Labs)

MANAGER

Can the learner:

Manage Individual Patients

Manage a Medical Team

Create Diagnostic Plans

Create Therapeutic Plans

Is the learner adept at:

Basic Procedures (IVs, etc.)

Advanced Procedures

Incorporating Patient Values into a plan

Self - **E**ducator

Does the learner demonstrate:

Self-directed Learning
Good Response to Feedback
Critical Reading Skills
Teaching Skills

PLUS

What is needed to reach the next step?

P.R.I.M.E.

- Is a developmental process.
- Very understandable to pediatricians.
- Allows you to chart and measure progress along a continuum.

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"Very pleasant. Fun to work with. Seemed to enjoy Ped ED setting. Overall, performed as expected."

"Solid FOK, gets the job done."

"Great job. No problems w/ students, staff, patients. Supervised well. Knew his patients. Organized."

Our Experience

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1. She is a reliable reporter, although initially she seemed to want to embrace all the problems found in the review of systems in one visit - this improved greatly as she seems to be able to focus & prioritize her histories much more effectively for the clinic setting. Her PE skills are very good, reliable & reproducible. Interpretive skills are good for an intern, & managerially, she always seemed to be able to navigate the system to ensure that the treatment plan/consultations, etc. were instituted. As stated before, she is a motivated learner who is clearly reading & asking more questions of staff for her own education. She was at all times professional in her dealings with patients & physician/ancillary support staff alike. Areas for improvement, as stated before: focus histories & prioritize problems, relax a bit more when it comes to the unpredictability of patient flow/issues in the clinic, continue education

2. Dr. XXX was always on time, reliable and dependable. She was able to report data succinctly and gather complete histories. She performed good differential diagnoses, able to interpret lab data, PFT's, etc. Able to come up with good plans, and managed patients well. She responded well to feedback, worked on fund of knowledge, was able to educate families and patients well on various illnesses. Dr. XXX was a pleasure to have in the Peds Clinic.

3. Professionalism: Highly professional in her interactions with ancillary staff, her intern & her attending. With new mothers & infants, she was caring, sensitive & respectful. Dr. XXX was also able to handle delicate family/social situations head on, yet with tact. She took full ownership for the patients on her service & made sure that all issues, large & small, had been fully addressed prior to patient discharge. Reporter: Dr. XXX mastered the reporting skills necessary for the newborn nursery. For our more medically complex patients, she asked all of the right questions, as was reflected in her reports of patient histories. Interpreter: CPT XXX offered good analysis of problems we faced in the MICC, including hyperbilirubinemia in 35-36 week premature infants; mothers with h/o thyroid disease; infants with hip clicks & heart murmurs; & infants born to mothers with GBS. Manager: She offered solid management plans of infants with the problems listed above. Her plans were well thought-out & she sought out answers to more subtle aspects of these management questions.

4. During the three weeks of his rotation, he made some noticeable improvement in his ability to gather data, interpret it, & came up with a reasonable treatment plan. Reporter skills were usually comprehensive, but still some occasional holes in reporting pertinent aspects of the history. At about expected level for beginning PL-1. As an interpreter, he usually has an idea of the differential, although he needs to focus on the relevant data to help in seeing the "forest from the trees." As a manager, once a plan is formulated, he is able to implement it well. As an educator, he needs to continue his focus on reading to learn from his clinical encounters.

5. Professionally, Dr. XXX was prompt, appropriately groomed, friendly, energetic style. As a reporter, Dr. XXX needs to continue to work on completeness and organization. As an interpreter, he continues to have short differentials and elementary understanding of how to organize and evaluate complex, or multi-problem patients. Manager skills are adequate. Dr. XXX generally did well calling back patients and following up on lab/studies. Needs to continue to develop longer term planning for more complex patients. Educator: Dr. XXX reviewed a longitudinal epidemiologic study. He seemed minimally prepared and had only very basic understanding of how to interpret and use information from a longitudinal study. Could use more experience in critical literature review. He scored 79% on exam. Areas of improvement include increase details in histories, increase completeness of histories and organization of presentations.

Organize your thinking along synthetic lines.....

Professionalism

Reporter

Interpreter

Manager

self-Educator