



Children's Hospital at Dartmouth-Hitchcock
Pediatric Residency

Iterative Clinical Competence Assessment System

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Guiding Principles

All residents should be reviewed by the same faculty.

Faculty have different strengths and interests in assessment.



Guiding Principles

All residents should be reviewed by the same faculty.

Various faculty members have different strengths and interests in assessment.

E-Value has limitations in synthesizing data.

Primary assessment data may be best interpreted in the context in which it was obtained.

Synthesized Rotation Evaluations: Content

Milestones-derived items (8-12)

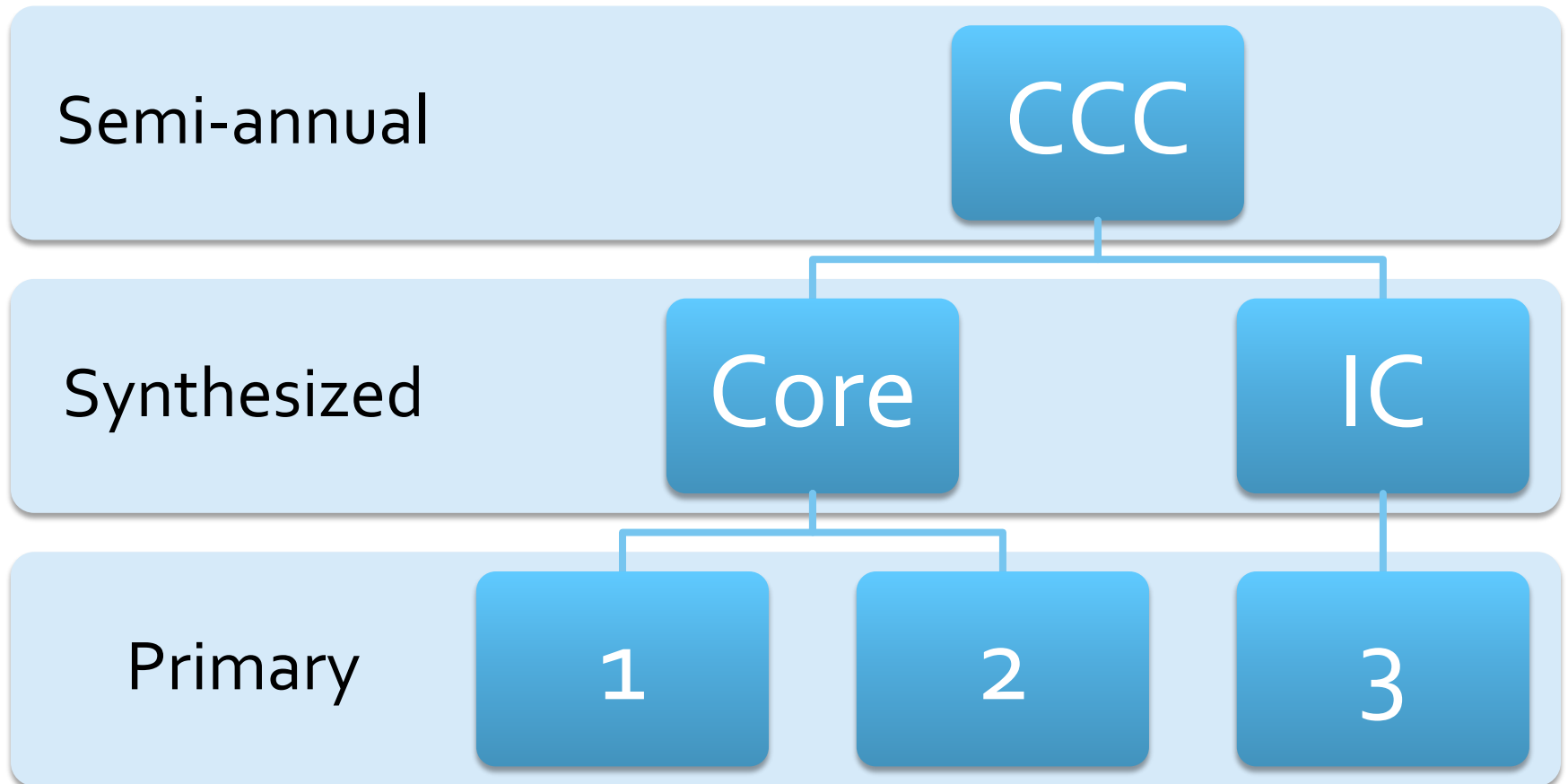
- Primary assessments to inform
- Rotations select competencies
- Rotation directors modify language

Entrustable Professional Activities (1-3)

- Replace unsatisfactory/marginal/satisfactory

Free text

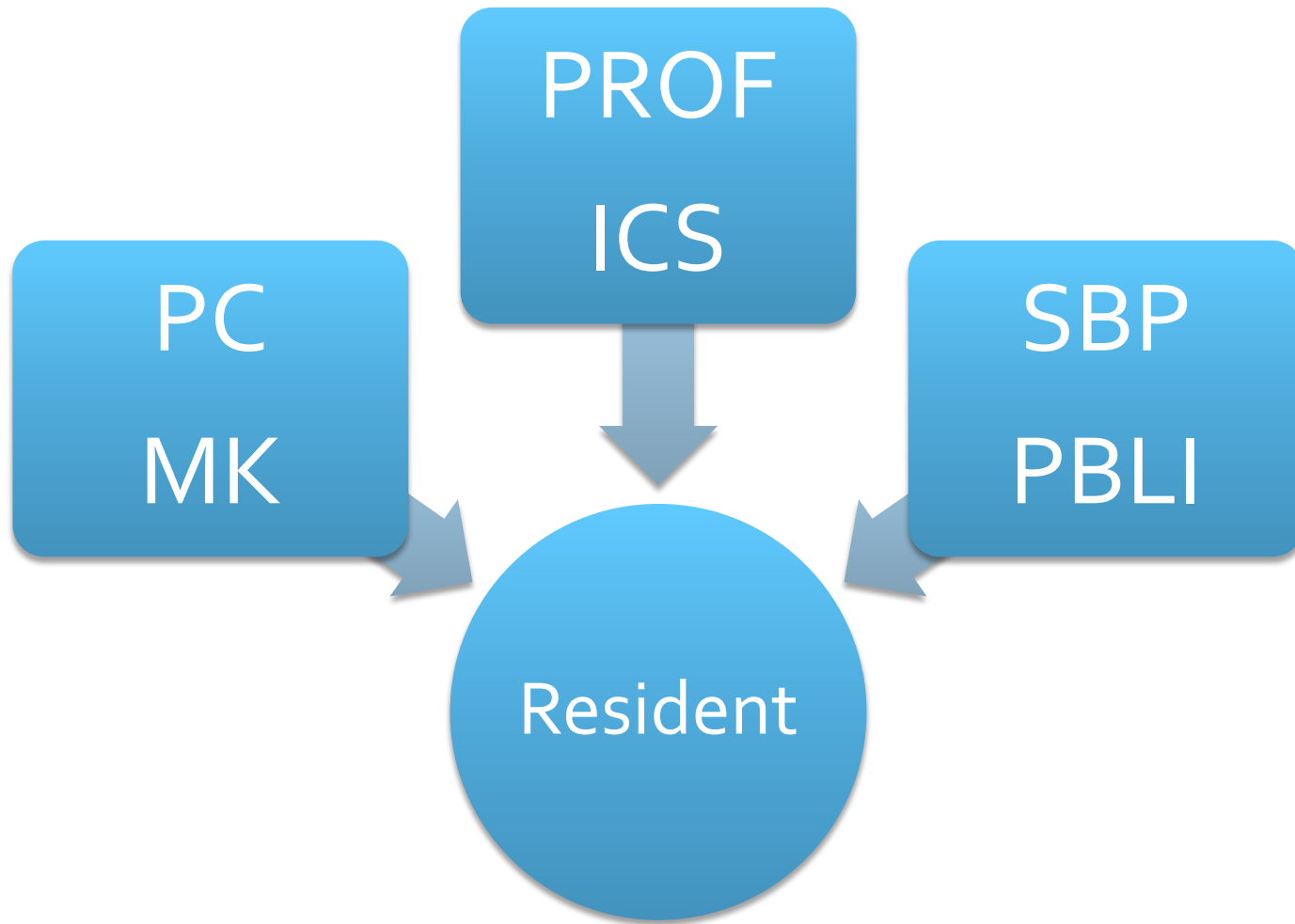
CHaD Residency Assessments



Resident fairness vs faculty burden



CCC subgroups



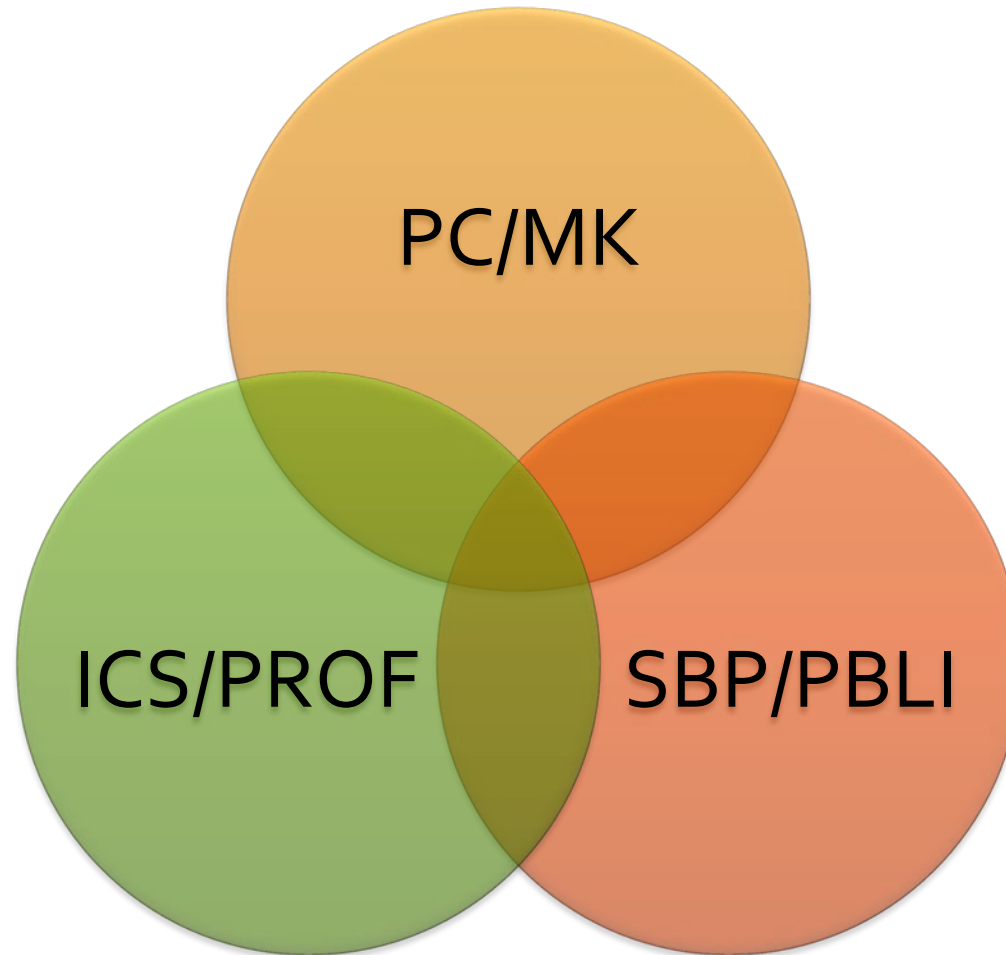
CCC meeting format

Open to ALL core faculty

For each resident

- Subgroup reports
 - Relative strengths
 - Areas for improvement
 - Milestones discrepancies
 - Questions
- Full group comments/discussion

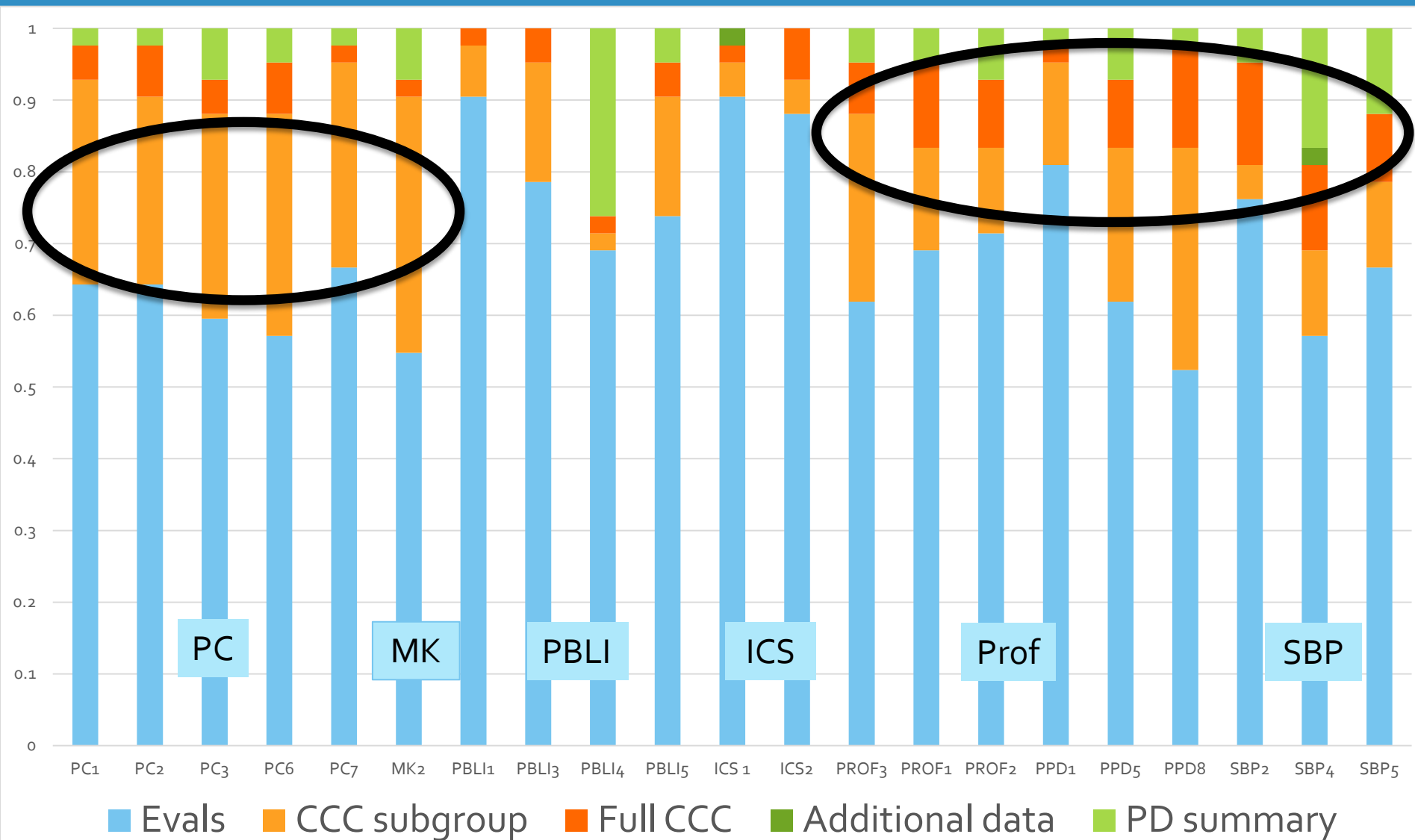
Triangulation among subgroups



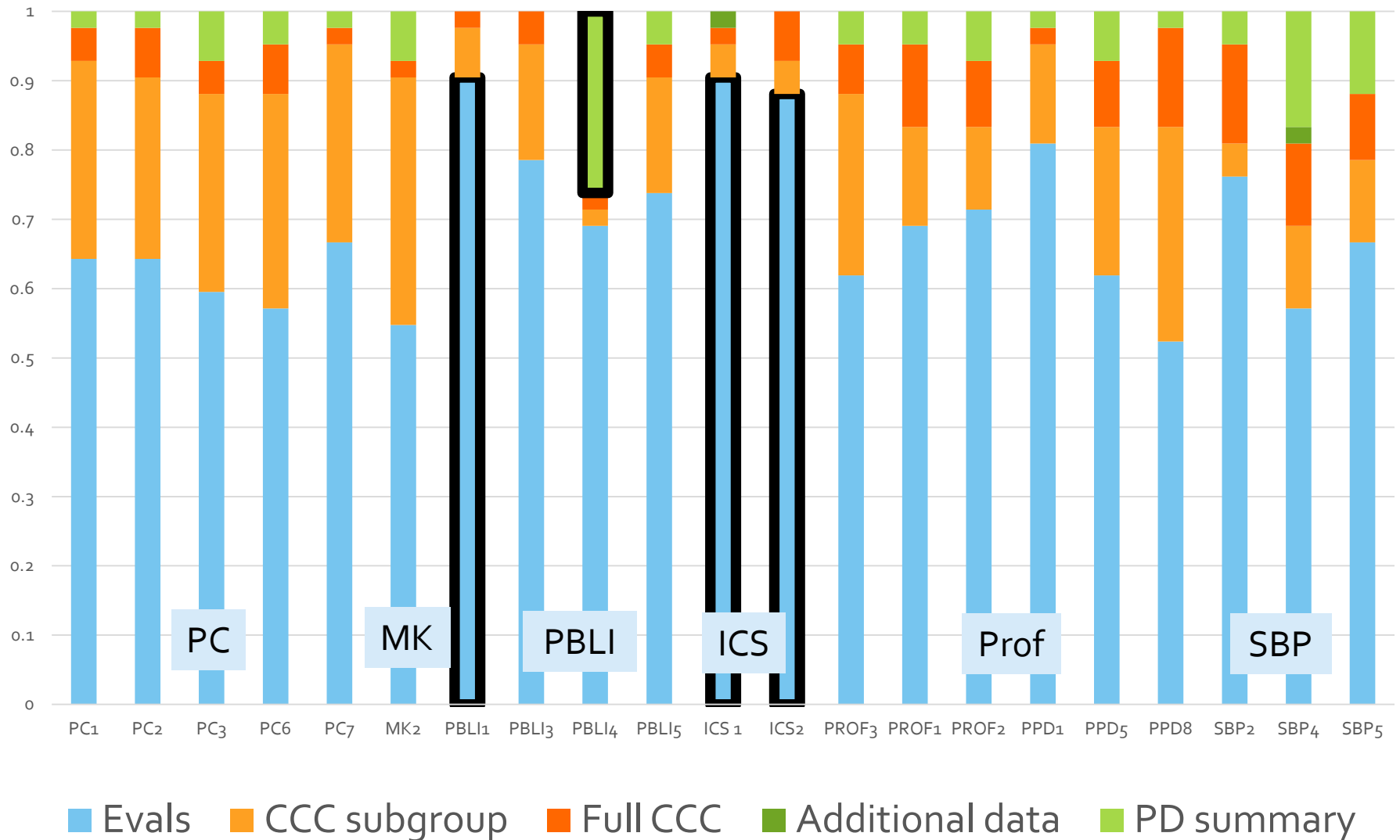
Resident and Faculty Satisfaction



Level of Decision



Level of Decision



Feasibility: Time spent per resident

Program staff compile data (10min)

CCC faculty review (30min)

- Subgroup data review and meeting (20min)
- Full group meeting (10min)

Program Director (60min)

- Review resident self-assessment and goals
- Semi-annual review meeting
- Finalize milestones and written summary for portfolio

CHaD Residency Iterative Competency Assessment System

Semi-Annual
Review

Full CCC

CCC Sub-groups

Synthesized Rotation Assessments

Primary Assessments

Lessons learned

Value of discussion at each iteration

Collaborative development of process

Caution: primary assessment completion

Next Steps: Rotation Level

Refine primary assessments

Add competencies to evaluations where
insufficient data

Thanks

Data management: Cameron Cudhea, Jalen Benson

CCC subgroup chairs: Julie Kim, Cathy Shubkin, Adam Weinstein

Other CCC members: Todd Poret, Sara Chaffee, Sam House,
Keith Loud, Omar Bhutta

“Level of decision” concept: Dan Schumacher, Patty Hicks