

# Pediatric Residency Program



## Monthly Newsletter



May 2019



### Reminders

#### HOW MANY EPAS HAVE YOU COMPLETED THIS MONTH?

All residents have been asked to obtain one EPA each week. Ask them what they are working on and invite them to send you one today!



#### RESIDENT ITERS

The pediatric resident files are currently under review for promotion to the next PGY level. Residents cannot be promoted with outstanding ITERS.

Please complete any outstanding ITERS/EPA forms you have for the pediatric residents ASAP. Thank you.

### RESIDENT PERFORMANCE

As pediatricians we all understand the importance and sequences of development of our patients. Achieving competence in any area is a developmental process. Does your division support a developmental model of resident performance?

Hauer describes 2 paradigms of performance assessment and asserts that, consistent with CBD, we should strive for a developmental model of residency training.

Paradigm	Problem Identification Model	Developmental Model
Goal	Identify and deal with struggling residents	Support and coach the steps to mastery for all residents
Focus	Global performance	Individual development
Risk	Average or high performing residents don't get helpful feedback; Fear and avoidance of high stakes feedback by staff and trainees	Perceived as time-consuming
Benefit	Serves quality assurance purpose in identification of struggling resident	Serves a quality improvement approach; Identifies strengths, weaknesses and strategies for continuous improvement

Summarized from Hauer et al. Academic Medicine: August 2015 - Volume 90 - Issue 8 - p 1084-1092

Tips for implementing a developmental approach include: using a milestones approach (expect them to walk before running); using developmental language when giving feedback (in order to master... you should next work on...) and incorporating multiple domains of performance into feedback (medical expert, communicator etc).

### CONGRATULATIONS!!



Congratulations to all of the pediatric residents who presented at the Department of Pediatrics Trainee Research Day and a special congratulations to:

Dr. Ameer Aslam (top left) who won best clinical poster at the Department of Pediatrics Trainee Research Day in Halifax in April!

Dr. Ashley Martin (top right) who presented at the National Pediatric Resident and Fellow Research Competition in BC in May!

Dr. Claire Humphrey (bottom) who will have a platform presentation at Digestive Disease Week in San Diego in May!

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