

FAQ What happens if I select this option?

Why is this important?

On the Mid Point/Every 3 month and End of Rotation ITAR, you need to make a summative decision – (how is this resident doing so far?). Many preceptors are mindful of potential negative implications for the resident. A natural tension exists between wanting to not cause harm to a resident, and the duty to our patients and profession to not “pass” residents whom we believe are not yet competent. Being in difficulty, and not being aware, or given an early opportunity to improve is very stressful for residents.

What is the usual outcome for the resident?

Most residents who experience academic difficulty go on to become competent physicians. Exact numbers are infrequently published, but anecdotal reports and the experience of this program is that about 95% of residents have no significant difficulty with their performance. Of those that do experience difficulty, the vast majority are specifically coached or remediated and will improve, graduate, successfully write their exit examination, and become good family physicians. The presence or absence of insight in to their behavior, will make all the difference.

What happens if I select...

"Performance not on target for level of training - needs program attention" on the [Mid Point ITAR](#)?

Use this selection to indicate that you are not quite yet confident or trusting of this resident's competence. You may have already spoken to the Site Director. It is still critical that you document your observations. Be as specific about what you have observed and experienced – this helps the resident. With this selection the Site Director is notified by e-mail, and may give you a telephone call –if not already apprised. Further information is gathered, and the resident is supported to improve using a variety of means: a modified learning plan, targeted coaching, psychosocial support, a brief leave, or perhaps an educational consultation.

"Does not demonstrate competence in this learning activity/rotation for level of training - recommend program review"? on the [End of Rotation ITAR](#)?

We hope you have noted your concerns on a Mid Point ITAR by this time. You may have already spoken to the Site Director of your concerns. It is still critical that you document your observations. Be as specific as you can about what you have observed and experienced. With this selection, the Site Director is notified, and will call you for further information, and will notify the Program Director. Always, the resident is supported to improve using a variety of means; a modified learning plan, targeted coaching, psychosocial support etc. Often, the Site Director will bring the situation to the Resident Performance Subcommittee for informal or formal educational consultation. A modified learning plan or a specific remediation plan will be created. Remediation plans are formulated by the Program Director on recommendations from the Resident Performance Subcommittee and the Faculty of Medicine Remediation Office. Your role may vary from no immediate activity (if the resident requires a brief leave for their health) to assisting with target assessment activities. Support for you is part of the plan. The Site Director and Site Faculty are there to assist you.

Performance concerns in this role - needs program review on the Long version of either the Mid or End of Rotation ITAR?

Likewise, the Site Director is notified through One45 and will likely contact you to ascertain your concerns, and bring this up with the resident at or before their next Periodic Review. It depends on how many roles are of concerns, and if this is a pattern for this resident.

What about me?

Your immediate role may vary from no activity (if the resident requires a brief leave for their health) to assisting with target assessment activities. Support for you is part of the plan. The program recognizes the burden that making this decision and being involved in the closer supervision may be for a preceptor – loss of trust, doubt, strain on the relationship with your resident, conflicting duties and more. The Site Director and Site Faculty are there to assist you.

What is the worst thing?

Very rarely, a specific issue with professionalism will have severe repercussions for a resident leading to dismissal from the program (cheating, falsification of credentials, boundary violations).