# Two key Benchmarks in the UBC FP Residency Program: Frequently Asked Questions!

***Why these benchmarks?*** As part of fairness, equitability and transparency in our Resident Assessment system, and to meet accreditation standards we need, at a minimum, 2 program wide benchmarks for Resident Assessment within this program;

- R1/R2 Transition Benchmark: for advancement to the R2 year
- Assessment Expectations: for program completion

***Who uses these benchmarks?*** The Site Level Competency Committees uses these benchmarks to inform recommendations on advancement and program completion for all residents. Residents, likewise, should be aware of these benchmarks and their requirements over the course of training. Discussion on these benchmarks could occur at Orientation to site and at every Periodic Review.

***When and how are these benchmarks used?*** As both advancement to R2 and program completion take some advance planning, SLCCs should consider using these benchmarks well in advance of the actual anticipated date of advancement or of completion. The SLCC should review the assessment information available for each resident, and use the benchmarks to compare the available information to this standard. The exact interpretation of sufficiency of and quality of assessment evidence is left to the judgement of the SLCC. The benchmarks are also a useful guide, for resident self-assessment to remind them of the requirements for advancement and program completion.

***Would we really have to hold a resident back who does not meet the benchmark?*** Short answer is yes. We are aware that the R1/R2 Benchmark is new, and that there will be challenges in applying it across our distributed program. In this early phase, the R1/R2 benchmark may be applied as a guideline. The Assessment Expectations for program completion, on the other hand, have been in use for over 7 years, and are a "bottom line". Sites should not declare that a resident has completed their program unless *all* the requirements are met.

***What if a resident does not have any documented assessment information to support an advancement or program completion recommendation by the SLCC in a specific area?*** We know this can be challenging for some, and that most residents manage to acquire plentiful documented information on their performance. It would be prudent to regularly remind and support residents in getting the needed documentation done. This is our work to do as a program. If your site is having difficulty, there is support for you at the program level. Ask the appropriate Portfolio Director.

***What about the Resident Management System (RMS) dates for advancement and program completion***? The RMS is an administrative database, and entries – e.g. a "program completion date" are anticipated dates, and not decisions. These placeholders need to be entered well in advance and can be changed at any time to ensure accurate accounting of program decisions.

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