



Clinical Performance Reviews: Tangible and Intangible Benefits

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Disclosures

- However much I may wish it to be true, no corporate entity or education body is paying me to sit here and talk about this.
- I am open to donations.

The Chilliwack ICC

- 6 students for one year
- Mini block arrangement
 - Small rotations of 1-3 weeks break up various specialties over the year
- Weekly family practice attachment
- Built in flex time weekly for follow up, continuity care, special interests
 - Also have several 1-2 week flex blocks in the year
- 110 bed hospital, full compliment of specialty services

Site Director Meetings

- Format of Meeting
 - Weekly meetings:
 - Review administrative concerns
 - Review rotation difficulties/troubleshooting
 - Clinical Performance Reviews:
 - One on one with me, every 6 weeks
 - About 20 minutes
 - Review written feedback
 - Review progress (RIME based assessment of skills)
 - Address academic performance
 - Hear student concerns
 - Assess student wellbeing

The Tracking Sheet

- Easy to incorporate into an electronic portfolio
- Similar to start of rotation forms and goal setting/expectation forms

Administrative Benefits

- Tracking of assessments
- Case logging review
- Promoting teamwork
- Managing risk
 - To patients
 - To students
- Promotion of continuity within the program
 - Some evidence for continuity with preceptors

Education Benefits

- Tracking academic goals across the RIME arc
- Tracking academic requirements
 - CLIPP/SIMPLE cases
 - Case presentation discussions
 - Call shifts/ER shifts
- Can address perceived gaps in knowledge or experience and arrange to correct as required
- Can address feedback from rotations
- Impromptu teaching sessions

Professional Development Benefits

- Provides a quiet, contemplative environment to discuss challenges from communication skills to appropriate conduct to personal hygiene
 - (Yes, it happens.)
- Allows for some development of reflective practice skills
 - Can discuss why certain events occurred and assess student response

Interpersonal Benefits

- Creates a trust bond with students that emphasizes fair and timely feedback
- Insight into personal and problematic aspects of student interactions
 - Those pesky professional development issues
- A chance to judge whether further resources are necessary
 - The Mothership (UBC Student Services)

Personal Benefits

- Formation of relationships with the students
- Questions around coping with stress
- Questions around career choices
- Questions around the community
 - Where to live
 - Cheapest gym memberships
 - A basketball league?
 - Parental counseling and services

Case Study

- A student with a very positive outlook, very keen, highly recommended, but underperforming, complaining about lack of available experiences, and not meeting expectations with respect to academic and clinical goals.

- Married, husband is a resident
- Her family practice office in some turmoil, preceptor on maternity leave, lack of continuity with preceptors

- Decided that 3rd year clerkship might be a good time to become independent, so...
- Elected to stop taking prescribed medications

Summary

- Clinical practice reviews allow a forum to review:
 - Academic performance
 - Development along the RIME arc
 - Wellness



WOW, I DON'T
FEEL ALL THAT
DIFFERENT.

WHAT THE HELL
WOULD YOU KNOW?! YOU
WERE UNDER ANAESTHESIA
THE WHOLE TIME! I
SAW IT! SHUTUP!

Trade secret: There is no such thing
as neurosurgery.