



Critical Care Medicine Program

CCM Resident Performance Review Policy

The Critical Care Medicine (CCM) Fellowship Program seeks to provide Critical Care Medicine Residents with a safe and positive learning environment but also one that identifies CCM Residents who may be experiencing training difficulties. The CCM fellowship program aims to expeditiously identify CCM Residents who may be experiencing challenges and spearhead a process to ensure success of the CCM Resident

Review of CCM Resident Performance:

The UBC Critical Care Medicine Fellowship Program will undertake the following measures to identify a CCM Resident's performance difficulties in a timely manner:

- a) The program director and administrator will review the written feedback forms from core site ICU rotations at the end of each rotation. If there training challenges identified, the program director will contact the core site educational lead for further collateral.
- b) Each CCM Resident's performance will be reviewed at the quarterly competency committee meetings. The CCM Resident's Advisor will present the CCM Resident's performance. If the CCM Resident is not meeting the training standards, the CC will vote on the performance and subsequently develop a learning plan for the CCM Resident. The Program Director attends all the CC meetings.
- c) The CCM Residents meet individually with the program director quarterly to discuss career goals and their progression through the program. During this meeting, the Program Director will ascertain if the CCM Resident is experiencing training difficulties from the feedback of the CCM Resident.

Development of a Learning Plan:

The UBC Critical Care Medicine Fellowship Program will undertake the following measures to develop a learning plan in a timely manner:

- a) The program director and the CC will jointly develop a learning plan with the CCM Resident to address the identified training challenges they may be experiencing during the fellowship.
- b) The program director will meet the CCM Resident to convey the learning plan
- c) Follow up of the progress of the learning plan will be conducted by the program director and the CCM Resident's advisor.