Complete

In progress

Complete

Figure 7.5: Anesthesia Residency Education Steering Sub-Committee Progress and Planning Update -December 8th, 2021 - Version 5

Single Coverage with **Graded Supervision**

- Create guidelines for teaching and supervision
- Approved by Executive Council, circulated to faculty Pending upload to department website
- Implement guidelines at site level
- Site coordinators to ensure faculty adhere to policy
- City-wide adoption of 1-to-1 coverage
- Monthly audits of booking sheets reported to RPC
- CQI incorporating staff and resident feedback
 - Chief residents to collect feedback about the success of, and any issues with. 1-to-1 coverage policies
- Site coordinators to collect impressions and issues from staff
- Clarify/resolve fringe cases of double coverage
 - Staff cannot be assigned competing OR or non-OR clinical duties, such as: PACU coverage; coordinating ECTs; lunch breaks; blocks; clinic; or admin work which requires their dedicated attention during the daytime
 - Staff may do other tasks outside of OR, but only if they can immediately return to the OR, such as: work on manuscripts; attend meetings that can be left immediately. Work should be done close to/in the OR
- Develop and add policy for PGY5 graded supervision and "Autonomous Days"
- Identification of best practices from each site
- Site coordinators to identify key strengths of individual sites' implementation of review with RPC
- Assess for violations of 1-to-1 coverage policy with potential for removal of residents from site

of Residents

Timely Assessment

- Create faculty development for how to give good feedback and coaching
- Create faculty development for approach to completing assessments
- Monthly CEA completion reports provided to each site from department
- Monthly feedback to faculty on assessment completion rate
- Continued feedback to improve process
- City-wide policy for >70% CEA completion
- Site coordinators to ensure faculty adhere to policy Assessment completion reports sent to program from sites
- for ongoing monitoring
- Site coordinators to monitor CEAs for quality

 » Find trends of staff who provide low effort assessments

EPA completion rate to be tracked through Elentra

- Completion rates will go to RPC, and then to Executive Council and site coordinators
- Creation of faculty development sub-committee
- Responsible for ongoing teacher development Ongoing faculty development resource creation including modules and vignettes

Feedback for Teaching Evaluation

- Create guidelines for teaching and supervision Create policy for addressing teachers in difficulty
- Create appeals process for teachers in difficulty
 - All of the above will be made available to residents after
- website servers are updated

Review and meet with all faculty with evaluation scores less than 3

- RPC reps to inform residents about number of staff met with and that meetings are occurring
- Includes previous SurveyMonkey forms, 9 teachers identified at resident retreat, and new LACT forms
 Recruitment of Appeals Officer and Committee
- Develop and finalize remediation pathway for teachers in difficulty
- Yearly appeals committee meetings. Implement remediation pathway
- Communication of departmental meetings with to site chiefs for on the ground enforcement
 - Follow up every 6 months to review scores and see progress
 - If no progress, review academic appointment and possible withdrawal of learners from faculty

Committee Memebers

Complete

Complete

Ahtsham Niazi (Meeting Chair), Salvatore Spadafora (Advisor), Beverley Orser (Department Chair), Eric You-Ten (Anesthesia Residency Program Director), Laura Leigh Murgaski (Program Manager for Accreditation, PGME), Vincent Chan (Faculty Development Lead), Joseph Fiorellino (Associate Residency Program Director), Sam Jensen (PGY2 Resident), Michael Esterlis (PGY4 Resident), Lisa Bahrey (Outgoing Residency Program Director: Education Director. UHN), Brenda Bui (Business Manager), Jean Morran

Exernal Advisors

Paolo Campisi (ENT), Adrienne Tan (Psychaitry)

(Administrator).

Learning Environment on Teaching and Civility

- Develop policy for expectations, managing, and reporting issues with incivility and maltreatment
 » Distributed to faculty
- Implement LACT form on Elentra
- Improves the ability for residents to submit daily evaluations
- Workshop held on how to use and fill out
- Many sites emailing residents daily with staff and link
- Develop policy for assessing individuals that have had issues with civility or teaching
 - Stepwise algorithm based on number and severity of incidents
- Development of resident "yellow button" for confidential reporting of egregious events
- Presented at September 1st academic half day
- Finalizing content and structure of website

- Determine remediation pathway for teachers with incivility offenses Different than pathway for low teaching scores
 - Fully implement remediation policy at all sites CQI on effectiveness