Evaluation of the Residents by Faculty

The MCG-VAMC Consortium makes use of the following evaluation components in efforts to achieve the identified Goals of the Residency:

Rotation/Track Performance Evaluation
It is required that the supervisor and Resident have a relatively formal discussion of the Resident's progress eight weeks after beginning each of the three required rotations. Each rotation/track supervisor makes a report not less than every four months to the Residency Core Committee after discussion between the supervisor and supervisee concerning the evaluation of the Resident's performance. These evaluations are submitted via an electronic web-based program and the Resident has an opportunity to review and electronically mark and make comments regarding essential agreement with the evaluation or rebuttal comments. The Training Director reviews all electronically submitted Resident Evaluations and then releases them for review by the respective Resident and Supervising Faculty. The Residency Core Committee conducts end of rotation review of all evaluations for each Resident. If significant problems are noted, the committee decides if any changes are to be instituted. The committee can institute a four-month probationary period if indicated, and this period can be extended. All reports and actions taken by the committee are incorporated into the file kept on each Resident.

Work Sample Evaluation
Twice per year Residents are required to submit a written work sample in which a treatment case formulation and treatment plan demonstrates an empirically based and interdisciplinary approach to treatment as well as cultural competence. The work samples must include key biopsychosocial data and an integration of the "data" that reflects a process of theory building at the individual patient level. The work samples must include a treatment plan that fits the "theory of the patient" and constructs an intervention approach that integrates the idiographic aspects of the patient's needs along with knowledge of empirically supported treatments. The work samples must directly address the pertinent cultural data obtained that guided the conceptualization of the case and the development of the treatment plan. Finally, these work samples must reflect an integrative assessment/treatment model of health care problems in which there is appreciation for the contributions that can be made by various health care disciplines in the care of the patient. Proficiency of these work samples will be judged by the responsible clinical supervisor, the Overall Supervisor, and the Training Director.

Midyear Evaluation
At the end of six months, the Residency Core Committee meets with the Resident to review his/her ratings, discuss his or her progress, and make specific recommendations. Evaluations of the Resident's performance are provided by the Rotational/Track Supervisors, the Overall Supervisor, and the Faculty Directors of the Diagnostic/Treatment Seminar, the Psychotherapy Process Seminar, and the Professional Issues Seminar. In addition, the Residents are required to complete a self-evaluation rating of their performance in order to assist in evaluating the progress in the Residency Training and to develop specific educational goals for the remainder of the year. Finally, at the Midyear Evaluation, the Overall Supervisor for each respective resident completes and reviews the MCG-VAMC Clinical Psychology Consortium Residency Education
Outcome Tracking Form with the resident and submits to the Residency Core Committee and Training Director. This tracking form maintains a formal account of the progress of each resident in meeting the residency training goals established generally by the training model and specifically according to the individualized resident training goals. The Director of Residency Training summarizes the findings of this Midyear Evaluation in a letter sent to the Graduate School Training Director of the respective resident. The Resident is given the opportunity of reviewing and requesting revisions of the Midyear Evaluation letter prior to its being sent to the respective Graduate School Training Director.

**End of the Year Evaluation**

At the conclusion of the year, the Residency Core Committee meets with the Resident to review his/her ratings, discuss his/her performance, and make specific recommendations regarding post-residency professional development. Evaluations of the Resident's performance are provided by the Rotational Supervisors, the Overall Supervisor, and the Faculty Directors of the Diagnostic/Treatment Seminar, the Psychotherapy Process Seminar, and the Professional Issues Seminar. In addition, the Residents are required to complete a self-evaluation rating of their performance in order to assist in evaluating their success in completing their educational goals during the Residency Training and to assist them in developing future personal career educational goals. Furthermore, the final Resident Education Outcome Tracking Form is completed by the Overall Supervisor and submitted to the Residency Core Committee and the Training Director. Residents must be rated "competent to implement interventions independently with supervision and review" for all reviewed areas in order to successfully complete the training program. The Director of Residency Training summarizes the findings of this End of the Year Evaluation in a letter sent to the Graduate School Training Director of the respective resident. The Resident is given the opportunity of reviewing and requesting revisions of the End of the Year Evaluation letter prior to its being sent to the respective Graduate School Training Director.

**Evaluation of Research Project**

The MCG-VAMC Consortium will make use of the following evaluation components in order to monitor the progress and efforts of the Residents in their respective research activities:

*Performance Evaluation*

It is required that the Overall Supervisor and Resident have a formal discussion of the Resident's progress on the chosen research project every four months. The Overall Supervisor will make a report every four months to the Residency Core Committee using the RESIDENT EDUCATION OUTCOME TRACKING form. The Residency Core Committee reviews each evaluation of research progress. If significant problems are noted, the committee decides if corrective actions are to be instituted. The committee can institute a four-month probationary period if indicated, and this period can be extended. All reports and actions taken by the committee are incorporated into the file kept on each Resident.

*End of the Year Evaluation*

At the conclusion of the year, the Residency Core Committee meets with the Resident to review his/her ratings, discuss his/her performance, and make specific recommendations regarding post-residency professional development. Progress in the Resident research activities will be included
in this end of the year evaluation using the RESIDENT EDUCATION OUTCOME TRACKING form.

Failure to successfully complete the research project by May 31st will result in the Residency Graduation Diploma being withheld until the research project has been satisfactorily completed. The Training Director, however, will continue to provide to potential job and postdoctoral sites as well as license boards information regarding the successful completion of the requirements for the residency other than the research project.

RESEARCH REQUIREMENT TIME TABLE:

**End of August:** A written proposal of the research project is submitted to the Overall Supervisor, Research Director, and Training Director.

**October End of 1st Quarter review:** The Core Committee will review the progress of the research project.

**January MidYear Evaluation:** The Core Committee will review the progress of the research project and the Overall Supervisor will check off on the RESIDENT EDUCATION OUTCOME TRACKING form whether or not the resident is making sufficient progress on his/her research project.

**April Core Committee Meeting:** The Core Committee will review the progress of the research project.

**May 31st:** The written product of the research project is due.