

Proposals of the Executive Committee to changes in the monitoring and evaluation of resident training

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Background

In 2006 the Executive Committee received a letter from a group of Diplomates who were concerned about the validity and methodology of the monitoring and assessment of resident training. A working group was appointed and reported to the Executive Committee in April 2007. The working group took evidence from a number of Diplomates and participated in the work and discussions of the Credentials Committee to assist them in their analysis. This report is available separately.

The following proposals were made by the working group:

1. All requirements for credentialing to be detailed in one place in the Information Brochure and divided according to speciality
2. All residencies to be a minimum 3 years duration
3. Internships should be better defined
4. Supervisors to submit a report to Education committee on each resident every year
5. Increase feedback to Education committee and Residency supervisors from the Credentialling process.
6. Curriculum vitae should be presented in a standard format defined in the Information Brochure
7. Case Log should be presented in a standard format defined in the Information Brochure
8. The requirement for a certain number of cases should be reduced and clarified
9. Detailed explanations of case log failures should be provided
10. The number of case summaries should be reduced to 3
11. Use supervisors to assess case summaries
12. Anonymous marking should be employed in the assessment of the case summaries
13. The transparency of grading of case summaries should be increased.
14. The appeals procedure should be streamlined to decrease the time between the initial decision and the results of the appeal..
15. Procedures performed by the resident should be documented

Summary of the response of the Executive Committee

The Executive Committee warmly thanks the Review Group for their hard work and is pleased to note that the working group found the process to be essential accurate, constitutional and fair. The committee accepts the bulk of the suggestions for improvement. Some of the changes were already being considered by the committee and so have been incorporated into this years Information Brochure, the remainder of the accepted suggestions will be incorporated into next years Information Brochure and, where necessary, Constitution. A few suggestions are either against the rules of the European Board of Veterinary Specialisation rules (and therefore could not be up held) and one was felt to have significant cost implications that would require further discussion within the college before implementation.

Detailed response to working party report

1. All requirements for credentialing to be in one place and divided according to speciality
 - a. Accepted – though actual format may not be as suggested.
2. All residencies to be 3 years
 - a. Accepted and already in place
3. Internships should be better defined
 - a. Accepted and initial description (based on EBVS definition) already in place. Further work will depend on developments in the EBVS and other European Colleges. There is still some distance to go before there is a ‘standard’ internship programme across Europe.
4. Supervisors to submit a report to Education committee on each resident every year
 - a. This proposal was not accepted due to the significant resource implications; however the principle of better monitoring was accepted. According to the Information Brochure each resident should be evaluated twice a year and written reports of these evaluation should be made available to the ECVIM-CA on request. Further discussion on the nature and extent of that monitoring is required before proposals can be put to the College.
5. Increase feedback to Education committee and Residency supervisors.
 - a. Accepted. Education committee and Residents’ supervisors will now receive copies of the letters sent to the Residents by the Credentials Committee.
6. Curriculum vitae should be presented in a standard format defined in the Information Brochure
 - a. Accepted and will be in place by next year
7. Case Log should be presented in a standard format defined in the Information Brochure
 - a. Accepted and will be in place by next year
8. The requirement for a certain number of cases should be reduced and clarified
 - a. Accepted in principle and already in place although precise details differed from what the working group proposed. See information brochure 2007/8 for further details
9. Detailed explanations of case log failures should be provided
 - a. Accepted and will be in place by next year
10. The number of case summaries should be reduced to 3
 - a. Not accepted. The Executive Committee feels that the range of cases in the submissions to date has been an important part of the assessment and a reduction in number would reduce the value of the assessment. The requirement for the case summaries exist, in part, to provide evidence of the candidates’ ability to provide a written record of thought processes in a sufficient range of situations.
11. Use supervisors to assess case summaries
 - a. Accepted. The Executive Committee pointed out that the Credentials Committee consists entirely of Program Directors and Resident Advisors. Additional members of the Credentials Committee can be recruited from other Program Directors and Resident Advisors however it is important that such individuals attend the meetings of the Credentials Committee and complete their assessment duties in a timely fashion.
12. Anonymous marking should be employed in the assessment of the five case summaries
 - a. Accepted and can be introduced from next year. Each candidate will be allocated a number and case summaries will be submitted separately with only this number to identify them. Each group of 5 case summaries will be assessed by 3 members of the Credentials Committee as before.

13. The transparency of grading of case summaries should be increased.
 - a. Accepted (although marking scheme will be slightly different) and can be introduced from next year.

14. The appeals procedure should be streamlined to decrease the time between the initial decision and the result of the appeal.
 - a. Partially accepted. Recent changes have reduced the time take to reach a decision and communicate it the candidate to 60 days. Appeals do occur within a time frame that still allow a candidate who was successful with an appeal to sit the examination in the same year. EBVS rules define the function of appeals committee and the time frame.

15. Procedures performed by the resident should be documented
 - a. Accepted and can be introduced from next year. A small group has started work on such a list of procedures. Supervisor may be asked to sign a document signifying competence.