U of Manitoba Core Family Medicine Residency Program Performance Measurement Framework - Logic Model (updated 2020)

DFM Mission: The Department of Family Medicine develops family physicians and promotes family medicine values through excellence in patient care delivery, diverse and interprofessional educational environments and scholarly activity along the continuum of learning.

Residency Program Goal: Train residents who are competent enter and adapt to the independent practice of comprehensive family medicine anywhere (whether urban, rural, or remote settings) in Canada.

Program Context (geographically distributed):

Four streams: ⊙Rural ⊙Urban

⊙Bilingual ⊙Northern & Remote

Long term OUTCOMES

Family physicians trained by

Respond and adapt to the needs of

patients and families across the life

cycle, in a variety of care settings,

including those from underserved

Recognize that the patient-physician

practice and strive to communicate

Collaborate with other physicians,

health professionals, patients, and

their families to optimize patient

community to improve the health

safety and quality of health care.

Engage in lifelong learning and

Demonstrate professional

Take an active role in improving the

behaviours in all aspects of practice.

Mobilize the resources of the

care delivery system.

and to a broad base of patients,

and marginalized population.

relationship is central to their

effectively with patients.

care.

our residency program will:

their communities by providing

comprehensive, high quality,

continuous health care to their

INPUTS

Human Resources:

Faculty Preceptors Residents Site Education Directors **Program Assistants** Central Program Staff Patients & Communities

Financial Resources:

Manitoba Health University University Medical Group Research grants Special project grants

Educational Resources:

CFPC Accreditation Standards Triple C Framework **CFPC Evaluation Objectives** Can-MEDS-FM frameworks CFPC FM Professional Profile Fundamental Teaching Activities Competency Framework

Facilities & Partnerships:

University of Manitoba Shared Health Regional Health Authorities Hospital; Clinics; PCH Private practices Other agencies First Nations & Inuit Health NWT & Nunavut Departments of Health & Social Services

Technology:

UMLearn

Simulation facilities Neil John Maclean Library Communications: Website **Email listsery** Sharepoint Data management: Entrada

ACTIVITIES

Resident Selection Process

File review Interviews Ranking

Resident Training

Clinical Curriculum

Core FM Horizontal experiences Electives Specialty rotations

Academic Curriculum

Resuscitation courses:

⊙ACLS ⊙ATLS ⊙ALARM ⊙NRP PALS Procedural sedation Core PGME & Core FM courses

Academic days

In-unit seminars Behavioral medicine seminars

Scholarly activity curriculum: PEARLS

QI project Journal club
Guideline review

Teaching opportunities Exam preparation

Educational support:

 Resident orientation Learning plans

Resident assessment:

○Field notes○Observation

⊙ITAR

Short term OUTCOMES

The program admits high quality candidates whose skills, abilities and aspirations align with the goal of the Residency Program:

& % UM students selecting FM \$ & % UM students matched to UM FM # & % of matched IMG who are MB

applicants (by site)

applicants matched (by site) # residents in training (by level) CFPC T1 survey data

There is a comprehensive and effective clinical curriculum:

Competencies & objectives Resident evaluations of rotations **EPA** achievement

There is a supportive environment

Evaluations of learning environment

There is a comprehensive and effective academic curriculum:

Core curriculum and objectives # and type of activities

teaching hours Resident feedback on events

resident publications/ presentations

There is comprehensive and effective assessment of residents

of assessments completed length of training & remediations completion of program requirements

Medium term OUTCOMES

Graduates demonstrate competency across:

- Domains of Care
- CanMEDS-FM roles & Skill Dimensions
- Practice settings

Domains of Clinical Care

- Maternal Care
- Care of Children & Adolescents
- Care of Adults
- Care of Elderly
- Palliative Care
- Care of First Nations, Inuit & Métis
- Care of Underserved & Vulnerable Populations

Practice settings

- Outpatient
- Inpatient
- ER
- PCH
- Patient's home

CanMEDS-FM

- Family Medicine Expert Patient centered
 - Selectivity
 - Clinical reasoning
- Procedural Skills Communicator
- Collaborator
- Leader
- Health Advocate
- Scholar
- Professional

residents completing residency

residents successful on CCFP

residents pursuing PGY3 program

graduates pursing post-graduate degrees

& % of graduates working in Manitoba

& % of graduates working in rural/northern settings CFPC T2 survey data - residency experience

- practice intentions

CFPC T3 survey data - practice profile

teaching.

Health system stakeholder feedback

Postgraduate Education Committee

Responsible committee:

- Curriculum QI Sub-committee
- Academic Curriculum Sub-committee
- **Resident Progress**
- Fac Dev Committee
- Executive

Educational Support and Assessment

Periodic Review of Progress

There is effective use of resources to maintain an accredited educational program

Finance: Costs (by site and central)

Program Standard Compliance: Accreditation standards compliance

The DFM has a sustainable stream of preceptors who provide high quality teaching

appointments & # recruited Recruitment:

Performance: # preceptors provided with feedback on teaching & # performance appraisals

Development: # faculty development activities/hours & # participants

promotions & # awards Recognition:

% length of service Retention:

Program Management

Program and site administration Program evaluation & accreditation

Faculty Recruitment & Development

Recruitment

Performance feedback **Faculty development** Recognition Retention