

## University of Manitoba Department of Core Family Medicine Residency Program: Performance Measurement Framework

**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.

**PMF Purpose:** To provide a framework for ongoing review and continued quality improvement of the residency training program.

Performance Dimensions	Program Outcomes	Accreditation Standards	Measurement Plan							
			Indicators (What we will measure to determine if outcomes have been achieved)	Data sources	Frequency of data collection	Program target	Comparability target	Data points	Responsibility for use	
<b>Resident Selection Process</b>	The program admits high quality candidates whose skills, abilities and aspirations align with those of the Residency Program.		# and % UM students selecting FM	CaRMS data	Annual	45% of U of M students choose FM		CaRMS data	Program Director	
			# and % UM students matched to UM FM	CaRMS data		70% of matched positions are Manitoban				Postgrad Associate Dean
			# and % of matched IMGs who are Manitoban	CaRMS data		70% of matched positions are Manitoban				
			# applicants (by site)	CaRMS data		No target				
			# applicants matched (by site)	CaRMS data		All positions matched by second round				
			CFPC T1 survey profile of incoming residents:	CFPC T1 survey		CFPC T1 aggregate (national)				

Program Delivery	The is a comprehensive and effective clinical curriculum	9.1.1.1	Competencies & objectives present & reviewed resident evaluations of rotations	Entrada	Every 2 year	All rotations objectives reviewed 80% of rotations given rating of 3.5/5 or greater	within 10% of mean at all sites	Entrada	Program Director Site Education Directors	
		9.1.1.4	EPA achievement	Entrada		All residents achieve EPAs at level 4 by end residency		Entrada		
		There is a comprehensive and effective academic curriculum	9.1.1.1	Core curriculum and objectives present & reviewed # and type of activities	Entrada	Every 2 years Annual	As per schedule	within 10% of mean at all p sites		Entrada
			9.1.1.1	# teaching hours	Entrada	Annual				Entrada
	9.1.1.1		resident feedback on events #publications and conference presentations by residents	Entrada Periodic Review	Monthly Annual	80% of events given rating of 3.5/5 or greater	Entrada Survey			
	There is a supportive environment	9.1.1.2	evaluations of learning environment	Learning environment survey at end of rotations	By rotation	90% of residents report a positive learning environment	Within 10% of mean	Rotation evaluations in Entrada	Program Director Site Education Directors PG Associate Dean Professionalism Associate Dean	



<b>Resident Assessment</b>	There is a comprehensive and effective assessment of residents		# of assessment completed per resident	Field Notes ITARS	Audits of completion	>90% of assessments are delivered to 100% of residents at prescribed frequency	>90% of assessments are delivered to 100% of residents at prescribed frequency	Entrada	Postgraduate Director
			length of training & remediations	Entrada and Promotion records	Annual		Entrada	Site education directors	
			Completion of program requirements	Requirements checklist	Annual	100% of resident complete all training requirements	Entrada		
<b>Resident outcomes</b>	Graduates demonstrate competency across: - Domains of Care - CanMEDS-FM roles & Skill Dimensions - Practice settings		# residents completing residency	Promotion records & Entrada	Annual	95% residents successfully complete program		Entrada	Program Director
			# residents successful on CCFP	CCFP exam results	Annual	At or above national average for CMG and IMG	CCFP pass rates within 10% of National pass rate at each site	CFPC	Site Education Directors
			# residents pursuing PGY3 program	FM Postgrad office data	Annual			Survey	
			# graduates pursuing post-graduate degrees	FM Postgrad office data	Annual			Survey	
			# & % of graduates working in rural/northern settings	CPSM data	Annual			CPSM data	
	# & % of graduates working in Manitoba	CPSM data	Annual						

			CFPC T2 survey data: - residency experience - practice intentions	CFPC T2 Survey	Annual		within 10% of national comparators	CFPC T2 Survey	
Resident Outcomes	Family physicians trained by our residency program fulfill societal needs		CFPC T3 survey data	CFPC T3 Survey	Annual		within 10% of national comparators	CFPC T2 Survey	Program Director
			Health system feedback	Stakeholder survey	Q 2 years				Site Education Directors Department Head College of Medicine MB Health
Program Management	There is effective use of resources to maintain an accredited educational program	4.1.4.1	<u>Finance:</u> Costs (by site and central)	UM Financial systems  Service Purchase Agreements	Quarterly	As per budget	As per budget	budget reviews	Department Head  Administrative Director  Postgraduate Director  College of Medicine  MB Health
			<u>Program standard compliance:</u> # of accreditation standards met	Accreditation reviews	continuous	Full program accreditation		Accreditation standards checklist	Program Director  Site Education Leads



									PG Associate Dean
<b>Faculty Recruitment &amp; Development</b>	The DFM has a sustainable stream of preceptors who provide high quality teaching	4.2.1.1 4.2.1.2	<u>Recruitment:</u> # recruited (new)  # appointments (total)	Appointment database	Annual			Appointment database	Dept Head
			<u>Retention:</u> % length of service	Appointment database	Annual	90% seek re-appointments		Appointment database	Dept Head
		7.1.1.1 7.1.1.2 7.1.1.5 9.1.1.7 9.1.1.8	<u>Performance:</u> #preceptors provide with feedback on teaching  # performance appraisals completed	Entrada  Appointment database	Annual  Annual for GFT and other academics	100% of preceptors with > 5 evaluations receive feedback on teaching 100% of those requiring performance appraisal on 2 year cycle		Entrada data  Performance assessment database	Dept Head Academic Affairs Associate Dean Program Director
		7.1.1.4	<u>Development:</u> # Faculty development activities # Faculty development hours # participants	Faculty development calendar Attendance sheet	Annual			Faculty development calendar Attendance sheet	Director Faculty Development
			<u>Recognition:</u> # promotions  # awards	Promotion applications Annual report	Annual  Annual				Dept Head Promotions & Awards Committee