

## Program Evaluation

All training experience in the psychiatry residency program are evaluated by residents, most in multiple ways. This is required as an accreditation standard for all residency programs and ensures continuous quality improvement and adaptation of the program to changing aspects of training in psychiatry. It is important for program leadership to be aware of any difficulties that residents are experiencing or of any deficits in program teaching or clinical experiences.

Means for residents to evaluate the program and provide feedback include:

- Annual Evaluations retreat, where many aspects of the program are reviewed, including: clinical rotations, teaching curriculum and hidden curriculum
- Rotation Evaluation Forms
- Supervisor Evaluation Form
- Teaching Evaluation Form
- Feedback to PD and Associate PD at monthly resident meetings
- Feedback at quarterly review meetings
- Monthly meetings with program director

Residents are sent anonymous evaluation forms to complete on each structured teaching experience, clinical rotation and call shift. Completion of these evaluations on rotations, supervision and teaching is essential for the continuous quality improvement of the program.

Feedback is summarized and collated twice a year, but individual supervisors and teachers do not see their feedback from residents until at least 3 residents have provided feedback, to ensure feedback is anonymous.

**It is important that feedback to supervisors and teachers is *constructive and professional*.** Good feedback is also *specific and actionable*. Inappropriate feedback, e.g. focusing on an individual's character, will not be forwarded or considered.