**CBME Academic Coaching Workshop: CASE #2 – JOEY HAMILTON**

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| --- | --- |
| **Resident** | **Joey Hamilton**  |
| **Program** | **Anesthesiology** |
| **School of Graduation** | **Queen’s University** |
| **Year of Graduation** | **2014** |
|  |  |
| **Training History** |  |
| **Transition to Discipline (2 blocks)** | **July 1, 2014 – August 31, 2014** |
| **Foundations (18 blocks)** | **September 1, 2014– March 31, 2017*****December 23, 2014– December 8, 2015 (leave)*** |
| **Core (36 blocks)**  | **April 1, 2017 – March 31, 2020** |
| **Transition to Practice****(9 blocks)** | **April 1, 2020** |

**Background:**

* Dr. Hamilton took a medical leave during the Foundation stage.
* He had an incomplete training experience for his General Anesthesia rotation because of the leave.
* He received a provisional satisfactory for his Pediatric Anesthesia rotation. The issues that were identified were under medical expert, specifically his ability to manage emergent situations and his technical abilities.
* He was granted an additional 3 blocks remediation during Foundations.
* These blocks were fully remediated.
* Dr. Hamilton has made great efforts to improve his knowledge base and he performs at or above the mean for his group on all of the in-house and nationally standardized examinations.

 **.**

**Task: You are Joey’s Academic Coach and will be meeting with him about the following:**

1. **To review the Unsatisfactory ITAR and daily assessments for the Neuro Anesthesia experience. You will need to identify the issues that are keeping Joey from progressing and help him develop an education plan / strategies that will assist him.**
2. **To provide Joey with some coaching that will help him progress.**

**Current:** Dr. Hamilton has completed his EPA’s and is ready to be reviewed for promotion from Core to Transition to Practice- however he has received an Unsatisfactory assessment of his Neuro Anesthesia training experience (March 2020).

**Joey Hamilton: Summary of Unsatisfactory ITAR, February – March 2020**

**Medical Expert:**

* knowledge based was below the expected level and ability to execute his anesthetic plans in an organized and systematic fashion while dealing with changing circumstances.
* situational awareness needs improvement.

**Collaborator:**

* needs to communicate more clearly in difficult or emergency situations.

**Professional:** does seek feedback. He shows a good work ethic.

**Overall:**

The general areas that need improvement are:

1. Attention to detail / situational awareness
2. Planning ahead
3. Confidence in own skills and knowledge
4. Judgement (knowing when to ask questions and when to assume responsibility for decisions)

I also feel that Joey’s performance can be negatively affected by being nervous or a poor start to a day and this can impact the rest of the day or case. This is an important point for Joey to work on and he is doing his best to tackle this issue. Joey is learning and is able to apply what he has learned in prior situations to new experiences. I have confidence that he can successfully complete this rotation next time.

**McMaster Anesthesia Residency Program**

**Daily Evaluation Form #1**

***(Note – form has been abbreviated for the exercise)***

Resident: J. Hamilton **Date:** February 12, 2020

|  |  |  |  |
| --- | --- | --- | --- |
| **Comments** | **Competency** | **Rate 1-5****(See scale)** | **Rating scale: Please use independently for each item.** |
|  | Pre-op Eval | 5 | 1= “I had to do” *(the physician had to perform the clinical activity while the resident observed)*2= “I had to talk them through” *(the resident required constant direction)*3= “I had to prompt them from time to time” *(the resident required frequent direction)*4= “I had to provide minor direction” *(The resident required minor direction)*5= “I did not need to provide direction for safe and independent care” *(no direction was required for safe independent care)* |
|  | Anesthetic plan | 5 |
|  | Room Setup | 5 |
|  | Work habits | 4 |
|  | Documentation | 5 |
|  | Knowledge | 5 |
|  | Technical skills | 5 |
| Decision making | Judgment | 3 |
|  | Teamwork and Professionalism | 4 |
|  | **Global assessment of resident performance today** | 4 |

Please provide comments:

1. What were the resident’s strengths demonstrated today?
* Takes ownership of care
* Very hardworking
* Sound anesthetic plans
1. What should the resident be working to develop or improve?
* Try not to delegate so many tasks to nursing
* Be careful not to talk yourself into going down a certain management pathway. Go with facts. Ignore the time pressure

**McMaster Anesthesia Residency Program**

**Daily Evaluation Form #2**

Resident: J. Hamilton. Dat **e:** February 13, 2020

|  |  |  |  |
| --- | --- | --- | --- |
| **Comments** | **Competency** | **Rate 1-5****(See scale)** | **Rating scale: Please use independently for each item.** |
|  | Pre-op Eval | 4 | 1= “I had to do” *(the physician had to perform the clinical activity while the resident observed)*2= “I had to talk them through” *(the resident required constant direction)*3= “I had to prompt them from time to time” *(the resident required frequent direction)*4= “I had to provide minor direction” *(The resident required minor direction)*5= “I did not need to provide direction for safe and independent care” *(no direction was required for safe independent care)* |
|  | Anesthetic plan | 4 |
|  | Room Setup | 4 |
|  | Work habits | 4 |
|  | Documentation | 4 |
|  | Knowledge | 4 |
|  | Technical skills | 4 |
|  | Judgment | 4 |
|  | Teamwork and Professionalism | 4 |
|  | **Global assessment of resident performance today** | 4 |

Please provide comments:

Continue to practice placing large peripheral IV’s. I told the staff surgeon that you are almost ready to do this independently and she agreed.

1. What should the resident be working to develop or improve?

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**Daily Evaluation Form #3**

Resident: J . Hamilton **Date:** February 20, 2020

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| --- | --- | --- | --- |
| **Comments** | **Competency** | **Rate 1-5****(See scale)** | **Rating scale: Please use independently for each item.** |
|  | Pre-op Eval | 4 | 1= “I had to do” *(the physician had to perform the clinical activity while the resident observed)*2= “I had to talk them through” *(the resident required constant direction)*3= “I had to prompt them from time to time” *(the resident required frequent direction)*4= “I had to provide minor direction” *(The resident required minor direction)*5= “I did not need to provide direction for safe and independent care” *(no direction was required for safe independent care)* |
|  | Anesthetic plan | 4 |
|  | Room Setup | 4 |
|  | Work habits | 4 |
|  | Documentation | 4 |
|  | Knowledge | 4 |
|  | Technical skills | 2-3 |
|  | Judgment | 3 |
|  | Teamwork and Professionalism | 4 |
|  | **Global assessment of resident performance today** | 3 |

Please provide comments:

* Very good and complete patient assessments.
* Tidy and organized workspace.
* Conscientious management of cases
* Effective arterial line placement with new kit.
1. What should the resident be working to develop or improve?
* Primarily technical skills today.
* 1st case – you had a reasonable plan to deal with an unanticipated situation however, as your attempts were failing you became flustered and your technique was quite rough and had the potential to cause harm.
* 2nd case - You need to work on your confidence to achieve consultant level performance you seemed very tentative in your approach

**McMaster Anesthesia Residency Program**

**Daily Evaluation Form #4**

Resident: J. Hamilton **Date:** February 21, 2020

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| **Comments** | **Competency** | **Rate 1-5****(See scale)** | **Rating scale: Please use independently for each item.** |
|  | Pre-op Eval | 5 | 1= “I had to do” *(the physician had to perform the clinical activity while the resident observed)*2= “I had to talk them through” *(the resident required constant direction)*3= “I had to prompt them from time to time” *(the resident required frequent direction)*4= “I had to provide minor direction” *(The resident required minor direction)*5= “I did not need to provide direction for safe and independent care” *(no direction was required for safe independent care)* |
|  | Anesthetic plan | 5 |
|  | Room Setup | 5 |
|  | Work habits | 5 |
|  | Documentation | 5 |
|  | Knowledge | 4.75 |
|  | Technical skills | 5 |
|  | Judgment | 5 |
|  | Teamwork and Professionalism | 5 |
|  | **Global assessment of resident performance today** | 4.99 |

Please provide comments:

Proactive, safe, hard working.

1. What should the resident be working to develop or improve?

Continue to take ownership of cases and defend your decisions for each step in the care plan.

Take proactive steps and present your plan before asking for other thoughts.

Has good knowledge, good judgements. Need to assert yourself slightly more.

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**Daily Evaluation Form #5**

Resident: J. Hamilton **Date:** March 1, 2020

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| **Comments** | **Competency** | **Rate 1-5****(See scale)** | **Rating scale: Please use independently for each item.** |
|  | Pre-op Eval | 4 | 1= “I had to do” *(the physician had to perform the clinical activity while the resident observed)*2= “I had to talk them through” *(the resident required constant direction)*3= “I had to prompt them from time to time” *(the resident required frequent direction)*4= “I had to provide minor direction” *(The resident required minor direction)*5= “I did not need to provide direction for safe and independent care” *(no direction was required for safe independent care)* |
|  | Anesthetic plan | 3 |
|  | Room Setup | 4 |
|  | Work habits | 3 |
|  | Documentation |  |
|  | Knowledge | 3 |
|  | Technical skills | 4 |
|  | Judgment | 3 |
|  | Teamwork and Professionalism | 4 |
|  | **Global assessment of resident performance today** | 3 |

Please provide comments:

Good pre-op assessments. Good technical skills.

1. What should the resident be working to develop or improve?

Management of the unstable patient.

**McMaster Anesthesia Residency Program**

**Daily Evaluation Form #6**

Resident: J. Hamilton. D **ate:** March 4, 2020

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| **Comments** | **Competency** | **Rate 1-5****(See scale)** | **Rating scale: Please use independently for each item.** |
|  | Pre-op Eval | 4 | 1= “I had to do” *(the physician had to perform the clinical activity while the resident observed)*2= “I had to talk them through” *(the resident required constant direction)*3= “I had to prompt them from time to time” *(the resident required frequent direction)*4= “I had to provide minor direction” *(The resident required minor direction)*5= “I did not need to provide direction for safe and independent care” *(no direction was required for safe independent care)* |
|  | Anesthetic plan | 4 |
|  | Room Setup | 4 |
|  | Work habits | 4 |
|  | Documentation | 4 |
|  | Knowledge | 4 |
|  | Technical skills | 4 |
|  | Judgment | 4 |
|  | Teamwork and Professionalism | 3 |
|  | **Global assessment of resident performance today** | 4 |

Please provide comments:

Very reassuring to a frightened patient.

1. What should the resident be working to develop or improve?

Decision making.