

Providence Hood River Family Medicine Rural Training Program  
 Potential Outcomes from Milestone Review at 90 day or Semi-Annual Review  
 Clinical Competency Committee

Note: InDEP and InTEP are not considered formal remediation events.

Level	Trigger?	Definition	Expected outcome	Documentation	Reevaluation interval	Consequence if improvement does not occur	Permanent File?	Graduation letter
Individual Education plan (IndEP)	-All residents will have this level of improvement plan every 6 months	-Identification of areas for improvement as outlined by ccc in the Milestone review. -Plan made between resident and advisor. --Resident still meeting promotion criteria	Work plans will be updated and reevaluated every 6 months with advisor	Work plan will be documented in the advisee/NI form after advisor meeting and placed in resident file	6 months (semi-annual review)	Intensified work plan	No	No
Intensified Education plan (InTEP)	-Residents who are identified as having one or more areas in need of specific improvement.	-Specific milestones outlined requiring a more detailed plan with outcomes and goals. -May or may not involve PD. - Meeting all advancement criteria and benchmarks	- Plans/ performance updated monthly with advisor - Return to regular education plan if improvement made or continue InTEP if progress is made but still needs work.	IntEP will be documented in the advisor/advisee NI form after review of ccc semiannual milestone document and placed in file	Monthly (by advisor) and 6 months (semi-annual review) by CCC	- Formal remediation per the regional due process policy	No	No

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Formal Remediation	<p>The learner is not making expected progress in meeting specialty specific milestones and program requirements <u>and</u> this slower progress places the trainee at risk of not being promoted to the next level of training or not graduating at the specified time.</p> <p>It may also occur when a learner has committed a single serious incident of non-compliance with specialty specific milestones or program requirements.</p>	<p>Requires vote of CCC and concurrence of PD</p> <p>Must be communicated to the learner in a face to face conversation with the program director</p>	Return to intensified work plan if goals are met.	<p>Written documentation:                      -description of the competencies for remediation,                      -examples of how the learner has not met program expectations,                      -specific performance criteria the learner must do</p> <p>If the formal remediation is imposed or continues into period 90 days or less before the date of the resident's expected promotion to the next level of training, program must also warn the resident that failure of satisfactory completion may result in non-promotion or failure to graduate</p> <p>-Plan signed by all parties and placed in resident file.</p>	Status Must be re-validated by the program's clinical competency committee at least every 60 days and the results of this re-evaluation must be communicated in writing to the learner.	Non-renewal, dismissal, or extension of training per regional due process policy	No (unless resulting in dismissal, non-renewal, or extension of training)	No (unless resulting in dismissal, non-renewal, or extension of training)

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Non-Promotion and Extension of Training	-Resident not progressing to meet criteria for advancement by CCC and PD. -Input from Providence legal and DIO prior.	-Probationary plan, may involve change in rotations, more intensified goals and focusing on specific areas (milestones) where falling below expectations	Return to remediation if goals met	-Written Notice at least 90 day recommended. Resident issues contract extension if occurs at of PGY year.. Individualized probationary plan developed with PD and advisor, may involve HR. -Plan signed by all and placed in resident file and HR file.	1 month with monthly CCC reviews. -results of this re-eval communicated in writing to the resident.	Resident may appeal decision to extend training.  If successful conclusion not met, career counseling, consider resignation. Dismissal from program	Extension of training for performance reasons that result in successful remediation is NOT considered a disciplinary action and not reportable.  If choosing to resign or is dismissed, Yes	Yes

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<b>Other Potential Outcomes:</b>								
<b>Non-renewal of Contract</b>								
Either: 1) Completed requirements for promotion to the next academic year, yet success likelihood low. 2) Not completed requirements for promotion to the next academic year, program not offering extension of training.				--see GME policy re: appeals process				
<b>Extension of Training related to Medical or Admin leaves of Absence</b>								
Program may impose non-punitive, non-appealable extension of training related to medical or admin leave. See GME policy				--see GME policy re: appeals process				
<b>Administrative Leave of Absence.</b>								
May be requested in lieu of suspension								
Suspension								

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May be used pending investigation of egregious trainee misconduct (see GME policy.)			--see GME policy re: appeals process					
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Dismissal	Occurs after formal remediation when resident does not make satisfactory progress towards promotion graduation.	See GME policy	See GME policy	-resident must receive written notice, 90 days recommended but not required. ---see GME policy re: appeals process	NA	NA	Yes, reportable to licensure/privileging bodies Considered an adverse action.	NA
Resignation	Resident may resign prior to the completion of the academic year.	See GME policy	See GME policy		NA	NA	Only if formal decision by the CCC and PD was considering dismissal for professionalism reasons.	NA