

## Assessment of Professional Behavior in Clerkships

### Background

A new clinical performance evaluation form was introduced in July 2012 that includes seven questions that address student professional behavior. The middle point on the scale for each question (i.e., 3) is labeled "Meets Expectations" and it is expected that all students will obtain at least a 3 on all questions on all forms. It is agreed that scores of 2 (Needs Improvement) could be remediated within (or, in some cases, following) the clerkship but that scores of 1 (Unacceptable) would result in immediate referral to the Student Promotions and Professional Conduct Committee. This document describes the methods for interpreting professionalism scores for students in the MS3 clerkships.

The seven questions that account for the professionalism grade are titled as follows:

12. Life-long Learning and Professional Growth-Discussion
13. Life-long Learning and Professional Growth-Feedback
14. Responsibility and Commitment to Patient Care and Advocacy
15. Teamwork and Leadership 1
16. Teamwork and Leadership 2
17. Initiative and Interest
18. Attendance and Dependability

### Evaluation Procedures

**Responsibilities of the Evaluator:** Any attending or resident physician must enter comments when assigning a score of 2 or 1 on this form. The comment should clearly explain the rationale for the assignment and, for a 2, a method for remediation. The evaluator should immediately inform the CD that they have assigned a 2 or a 1 for a professionalism item.

**Responsibilities of Clerkship Director/Coordinator:** Professionalism scores should be regularly examined to identify students who have been assigned a 2 or 1. (The Office of Curriculum will develop a procedure for informing Clerkship Directors of 2s as soon as they enter the system.) The Clerkship Director should meet with any student who receives a 2 to develop a plan for remediation. The Clerkship Director will inform the Office of Curriculum once successful remediation has been completed and the 2 will be removed from the student's clerkship evaluation. Formative comments may be replaced with comments about the student's positive response to feedback.

**Responsibilities of Student Conduct Administrator(s):** Review performance of students with scoring patterns in rows 4 and 5 of Table 1 and determine whether SPPCC referral is in order.

### Remediation Procedures

Students who receive a 2 on a single question from 1-3 assessors will be advised on methods to improve performance on this item over the remainder of the clerkship. Successful remediation will be considered to have been achieved if the behavior does not recur. In circumstances where unprofessional behavior is identified late in a clerkship, the SCA will be responsible for determining appropriate methods for remediation.

**Table 1: Scoring Matrix**

<b>Professionalism Level</b>	<b>Score Pattern</b>	<b>Outcome</b>
1	A 2 on the same question from 1-3 independent assessors	Remediation administered by Clerkship Director
2	2s on 2-5 questions from the same assessor and no 2s from any other assessor	Remediation administered by Clerkship Director in consultation with assessor
3	2s on >5 questions from a single assessor or 2s on $\geq 2$ questions from $\geq 2$ assessors	Clerkship Director will consult with assessors to determine possibility of remediation. CD will consult with SCA if remediation is not considered to be appropriate. SCA may refer to SPPCC for final decision. Possible outcomes: Remediation, Repetition of clerkship or reduction in final grade
4	A 1 on any question	Referral to Student Conduct Administrator on home campus