# **Early vs Late Identification Methods for Struggling Learners**

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| --- | --- |
| Early Identification Methods | Late Identification Methods |
| * Verbal comments by faculty, chiefs, residents, nurses, administrative personnel, peers
* Self report of struggles
* Reporting system for general concerns
* Critical incident or patient safety reports
* Mid-rotation performance evaluations
* “Stuck out at orientation”
 | * ITE exams
* Clinical performance at the end of rotations
* Peer or multi-source evaluations
* Late fall CCC meeting
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# **The Educational Interview**

* Private and confidential – should be someone who is not an evaluator of that resident
* Provide information about where the interview summary will reside and who it will be shared with
* Areas to cover:
	+ - * Standardized Testing (USMLE, MCAT, COMLEX)
			* Learning styles
			* Time management
			* Interpersonal skills
			* Past learning experiences (undergrad, medical school)

If the resident is willing, discuss the following (needs to be conveyed that this is optional):

* Diagnosed learning differences
* Medications that might interfere with focus and concentration
* Family history of learning differences
* Mental health issues

# **Sample Action Plan for Improvement**

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| --- | --- | --- | --- | --- |
| Activity to Demonstrate Improvement | Issue # | Frequency | Supervisor(s) | Documentation |
| Observation & Feedback forms will be provided to senior resident and attending | 2, 3 | Daily | Clinical AttendingSenior Resident | Observation forms provided to Program Coordinator (PD should review these at weekly check-in) |
| Resident will develop a reading plan with support from advisor | 1 | Once | Advisor: Dr. XX | Reading Plan provided to Program Director by 9/5/XX |
| Educational interview with GME Educator | 1, 2, 3 | Once | Program Director | Report from GME Educator |
| Weekly check-in meetings with PD | 1, 2, 3 | Weekly | Program Director | PD will review Observation and Feedback Forms, discuss reading for the week based on Reading Plan.Summary of discussion will be placed in resident’s file.  |

Issues:

1. Medical Knowledge
2. Interpersonal Communication with Nurses
3. Time Management in Resident Clinic

*Early vs Late Identifiers – Educational Interview – Sample Action Plan – Partners 2020*