

WHO

- Identify the **struggling learner** early through evaluation documentation
- Communicate with **evaluating supervisors**
- Utilize resources to diagnose the problem: **education specialists, neuropsychiatric testing, PCP, mental health provider**

WHAT

- Determine the competency deficiency, but diagnosis what is preventing the learner from meeting the competency
- Develop a process for ongoing surveillance of evaluations
- Consider a resident progress committee

WHEN

- Identify early and intervene prior to need for remediation
- Create a timeline and stick to it

WHY

- To help the learner progress to a fully functioning resident whom you can graduate with confidence

HOW

- Link the remediation to the underlying diagnosis
- Include a plan to assist the learner in improving prior to measuring the performance outcome
- Utilize a team to monitor the resident's progress

Remediation Process



QUICK TIPS & LESSONS LEARNED

- Without timely evaluations and documentation, remediation is difficult to justify
- Develop a system for review of evaluations in between CCC meetings
- Utilization of a Resident Progress Committee assists in early diagnosis, development of resources and ongoing monitoring of progress
- Emphasize determining an underlying "diagnosis"
- Link your remediation to the underlying diagnosis
- Develop a surveillance team to assure regular monitoring of the resident's performance