



UBC Family Medicine Residency Program: Performance Measurement Plan (PMP)

Overall Goal: To produce competent family medicine physicians who are able to address the health needs of BC's communities.

PMP Purpose: To provide a framework for ongoing review and quality monitoring of the residency training program and its outcomes.

Performance Dimensions	Program Goals (what we want to achieve)	Program Outcomes (what the program needs to produce in order to meet its goals)	Accreditation Standards	Measurement Plan			
				Indicators (what we will measure to determine if outcomes have been achieved)	Data Sources	Frequency of Data Collection	Responsibility for Use
Resident Outcomes (at the end of the program)	To graduate residents who have developed the competencies they need to begin independent family practice in diverse community settings.	Graduates are effective and demonstrate competency in: • Domains of clinical care • CanMEDS-FM roles • Skill dimensions • Practice in a variety of clinical settings	An evaluation of the outcomes of the residency program, including: • Measurements of resident performance and the degree of variation across training sites. • Feedback from recent graduates who are able to reflect on their training having acquired a perspective on the requirements of clinical practice.	Resident Exit Competencies: • % of residents who: • successfully completed the program • passed/failed the CCPC exam • felt prepared to apply their knowledge/skills in practice • Comparability of assessment results across training sites	Promotions records	Annual - May	Resident Performance Committee Program Director Program Manager Lead Faculty Site Faculty
				Resident Lifelong Skills: • % of graduates who are applying life-long skills in practice: • evidence-based medicine • sustainable practice skills (inspiration, resilience, wellness, and balance) • lifelong learning	2-Year graduate questionnaire	Semiannual (2015, 2017, 2019, etc.)	
					CCPC surveys - T1 entry - T2 exit - T3 three years in practice	Annual	
					Administrative records	Annual	
				Resident Practice Location & Type: • % of graduates who are in practice • Practice location and type • % working in obstetrics • % working in rural/underserved communities	Exit questionnaire ESU database (CAPER, CaRMS, Canadian Medical Directory, CCPC Member Directory)	Annual - July Annual	
		Graduates begin independent family practice in diverse community settings.	None				