

History and Development of the ACD's in Training Assessment Systems

In-training assessment has been in place, in a variety of forms, in the ACD training program since 1992. In 2000, the current SITA form (then known as the trainee appraisal form) was introduced. This form was completed electronically by all clinical supervisors in May and November each year. In 2004, the process was reviewed.

The review found that whilst the process was effective in identifying trainees whose performance was unsatisfactory, the effectiveness of the process as a learning tool for trainees whose overall performance was satisfactory was hampered by a number of issues including:

- Ongoing technical difficulties with electronic form submission;
- Low submission rates;
- Late submission of forms which made timely feedback to trainees difficult;
- The process of having all clinical supervisors complete assessments (up to 23 for each trainee in some positions) was unwieldy;
- The definition of unsatisfactory performance sometimes resulted in trainees who were actually performing satisfactorily being assessed as performing unsatisfactorily;
- Poor understanding of the objectives of trainee appraisal by both trainees and supervisors;
- Lack of involvement in the process by trainees;
- Variable quality of feedback and counselling to trainees;
- Inconsistent inter-rater reliability.

In addition, from an educational perspective, the trainee appraisal process attempted to fulfil both formative and summative functions which is not best practice. The evaluation recommended that:

- Separate formative and summative assessment of trainee workplace performance be conducted;
- The electronic process be replaced with a paper-based process;
- The definition of unsatisfactory performance be reviewed;
- The number of supervisors being asked to assess each trainee be reduced;
- Trainee involvement in the appraisal process be increased;
- The roles of Supervisors of Training, Heads of Department and Directors of Training in workplace assessment of trainees be clarified and this information be disseminated;
- Training continue to be given to Supervisors of Training in giving feedback to trainees;
- The importance of workplace assessment be promoted to trainees and supervisors.

These recommendations were implemented in 2005, and the processes are described in sections 2.6.2 and 2.6.3 and the relevant attachments to this

submission. From an administrative perspective the new process has resulted in a much improved submission rate of forms (now 100%), generally in a timely manner. The overall process is currently being reviewed by an external evaluator. It is expected that the results of this review will be available in 2007.