Faculty Development:
The RIME Framework in Evaluations

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Evaluations: The RIME framework

- Reporter
- Interpreter
- Manager
- Educator

Reporter

- Reliable, accurate, complete data-gathering
- Focuses on **Subjective/Objective**
- May lack prioritization and synthesis: “Data Dump”
Reporter: video vignette
Interpreter

- Emphasis on pertinent positive and negative information and on exploring diagnostic possibilities
- Focuses on the **Assessment**
- Begins to see how details fit together: Diagnostic reasoning
Manager/Educator

- Data-gathering and decision-making more flexible, individualized, and patient centered.
- Focuses on the Plan.
- Students at this stage take primary responsibility for ensuring patients’ well-being.
- Patients, fellow team members, and staff view the student as patients’ primary provider.
Not quite a Manager: video vignette
Manager/Educator: video vignette
Evaluations: Summary

- Just tell us what you observe: you do not have to assign the student their “grade”
- All input is valuable, even if you only worked together for a half-day session
- Qualitative feedback (prose) is the most helpful, particularly specific examples or vignettes