

Stanford Pediatric Residency Coaching Program
Overview & Guidelines

Specific Aims of the Initiative:

- 1 Assess residents' skills in the following areas:
 - a Patient care
 - b Professionalism and interpersonal communication
 - c Critical thinking
- 2 Create and continue to modify goals for improving in the above areas
- 3 Foster residents' own abilities to reflect on their learning and set goals for improvement

Guidelines:

1 Confidentiality

- a In order to respect the privacy and dignity of our residents, we will not share identifiable resident information with other coaches or non-coach faculty, staff or trainees
 - i During coaching meetings, when discussing challenges, we will present the situation in a confidential manner
 - ii Exception: if there is a resident who is working on a specific skill, it is acceptable to feed forward that information to others who are working directly with the resident
- b Additionally, we will maintain confidentiality within our Coaching leadership so that any challenges coaches share will be held confidential

2 Expectations

- a We expect that successful coaches will complete > 90% of observations and will attend > 80% of meetings.
- b Meetings include
 - i Intern Orientation Coaching lunch and IPASS training
 - ii Monthly 1.5-hour Coaching leadership meeting
 - iii Clinical Competency Committee meetings twice per year.

3 Attitudes and Behaviors

- a Resident advocate: have a positive attitude, be able to motivate your residents, develop a good rapport with them, empower them
- b Give accurate, honest, objective feedback

4 Teamwork

- a Coaches serve as a team
- b Joint decision-making, joint implementation efforts

5 Problem learners

- a** If you notice a significant problem with a learner, please discuss with the following:
 - i** Coaching Director (Carrie Rassbach)
 - ii** Depending on the seriousness of the concern, we will likely then discuss with the class advisor
 - 1** 2018-19 Interns: Carrie Rassbach
 - 2** 2018-19 Juniors: Caroline Buckway
 - 3** 2018-19 Seniors: Lahia Yemane
 - iii** You are also welcome to discuss directly with Becky