

## Supplemental Digital Appendix 1: Resident Survey

We are conducting the following confidential survey about your experiences in the pediatric residency program. The conductors of this survey will not see your name and your IP address has been hidden.

### 1. Please click on your level of residency in the past year.

R1                       R2                       R3                       R4

### 2. When I present to an attending, I am prepared to answer pertinent questions regarding the patient's HPI, medications, past medical history, lab work, orders or events during the hospitalization.

	Very seldom				Very frequently
During admissions:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
During rounds:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
While cross-covering:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 3. When I present to an attending, I have constructed a thorough assessment and plan (for example, patient's symptoms, differential diagnosis, system- or problem-based plans, and my rationale).

	Very seldom				Very frequently
During admissions:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
During rounds:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
While cross-covering:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 4. I feel that the level of direction given by the faculty in patient-care activities is:

	Very seldom				Very frequently
Too much:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Just right:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Too little:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please give a pertinent example.

### 5. I feel that my input is taken seriously when it comes to making important medical decisions.

	Very seldom				Very frequently
Answer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**6. I read to understand the disease process and to plan better care for my patients.**

Very seldom

Very frequently

Answer

Please identify specific barriers and facilitators to reading about patients

**7. My attendings encourage me to develop an independent thought process.**

Very seldom

Very frequently

Answer

**8. My attendings allow my plan to be followed even if they prefer an equivalent alternative.**

Very seldom

Very frequently

Answer

**9. I am encouraged to make routine medical decisions on my own.**

Very seldom

Very frequently

Answer

**10. I receive feedback from faculty that helps me to improve my performance.**

Very seldom

Very frequently

Answer

## Supplemental Digital Appendix 2: Faculty Survey

The residency program is conducting the following anonymous survey about your experiences with the pediatric residency program. The survey will provide very useful information that will help guide us in program improvement. We will not see your name and your IP address has been hidden.

### 1. When presenting patients to you, residents are prepared to answer pertinent questions regarding the patient's HPI, medications, past medical history, lab work, orders or events during the hospitalization.

	Very seldom				Very frequently
Interns, during admissions:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seniors, during admissions:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interns, during rounds:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seniors, during rounds:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interns, while cross-covering:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seniors, while cross-covering:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 2. When presenting patients to you, residents have constructed a thorough assessment and plan (for example, patient's symptoms, differential diagnosis, system- or problem-based plans, and their rationale).

	Very seldom				Very frequently
Interns, during admissions:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seniors, during admissions:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interns, during rounds:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seniors, during rounds:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interns, while cross-covering:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seniors, while cross-covering:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 3. Members of the housestaff take sufficient personal responsibility for patients.

	Very seldom				Very frequently
Answer:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 4. I give too much direction to housestaff regarding patient-care activities.

	Very seldom				Very frequently
Answer:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 5. I take the housestaff's input seriously when it comes to making important medical decisions.

	Very seldom				Very frequently
Answer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**6. I allow the housestaff's plan to be followed even if I prefer an equivalent alternative.**

	Very seldom					Very frequently
Answer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please give an example of when you have followed a resident's plan despite having a different plan in mind:

**7. I encourage the housestaff to develop an independent thought process.**

	Very seldom					Very frequently
Answer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**8. I give feedback to the housestaff that will help them feel motivated to improve their performance.**

	Very seldom					Very frequently
Answer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**9. Have you noticed an improvement in the quality of assessments and independent thought processes displayed by the housestaff over the past twelve months?**

**(If you were not here during the past year or do not feel you work with enough housestaff to answer this question, please answer "N/A")**

	N/A	It is worse	No change	Mild improvement	Moderate improvement	Much improvement
Answer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please comment on whether or not you have noticed an improvement, with examples if possible

**10. Please identify specific contributing factors that force you to limit the amount of autonomy that you might give to a member of the housestaff:**