

Update on CBME/CBD All PDs & FM Site Directors

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I have no conflicts of
interest to declare



Overview

1. Update
2. Key differences
3. CBD integration
4. Next steps



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1. Update

- PG Deans update
- What's in a cohort?
- Launch in July 16
- Plans for July 17
- BPEA



CBD & CBME Update

- PG Deans – Royal College meeting
- Advisory Groups looking at key issues
- CBME/CBD National Leads Group
- Cohort updates



What's in a cohort?

- Cohort is 'on ramp'
- Estimate of readiness is on ramp +/- 2 years
- Sometimes faster, sometimes slower
- Aim is to get 'caught up'



Launch in July 16

Medical Oncology

- Launched field-testing phase July 1, 2016
- 6 Learners at PGY4 (AND 6 @ PGY5)
- 7 EPAs
- 11 online assessment tools



Otolaryngology – Head & Neck Surgery

- Launched field-testing phase July 1, 2016
- 5 Learners at PGY1
- 4 EPAs
- 12 online assessment tools



Plans for July 17

1. Anesthesia
2. OHNS

1. Medical Oncology
2. Internal Medicine
3. Surgical Foundations (incl 9 Sx Programs)
4. Urology
5. Cardiac Surgery



Cohort 3

- Meetings to move forward on CBD
-

Cohort 4-7

- Meantime **OPTIONS**
-

Family Medicine

- Learning from Family Medicine
- Alignment between Fam Med & RC programs



Best Practices in Evaluation & Assessment (BPEA)

- 1+ year, Dr. Linda Probyn - Chair
- 10 papers, 25 faculty + residents + staff
- Summary Report
- Implications for Program **Evaluation** (e.g. accreditation, internal reviews, RATE, RES)
- Implications for Learner **Assessments** (e.g. information systems, number/type of assessments, learner handover, remediation)
- Release by/before Spring 2017



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2. Key differences in CBD

1. **Developmental** approach
2. **Assessment plan**
 - Includes more workplace assessments
 - TIME is not THE parameter for success but is part of the considerations
3. **'Trust'** is explicitly assessed
4. Purposeful, transparent, data-driven shared **decision-making**

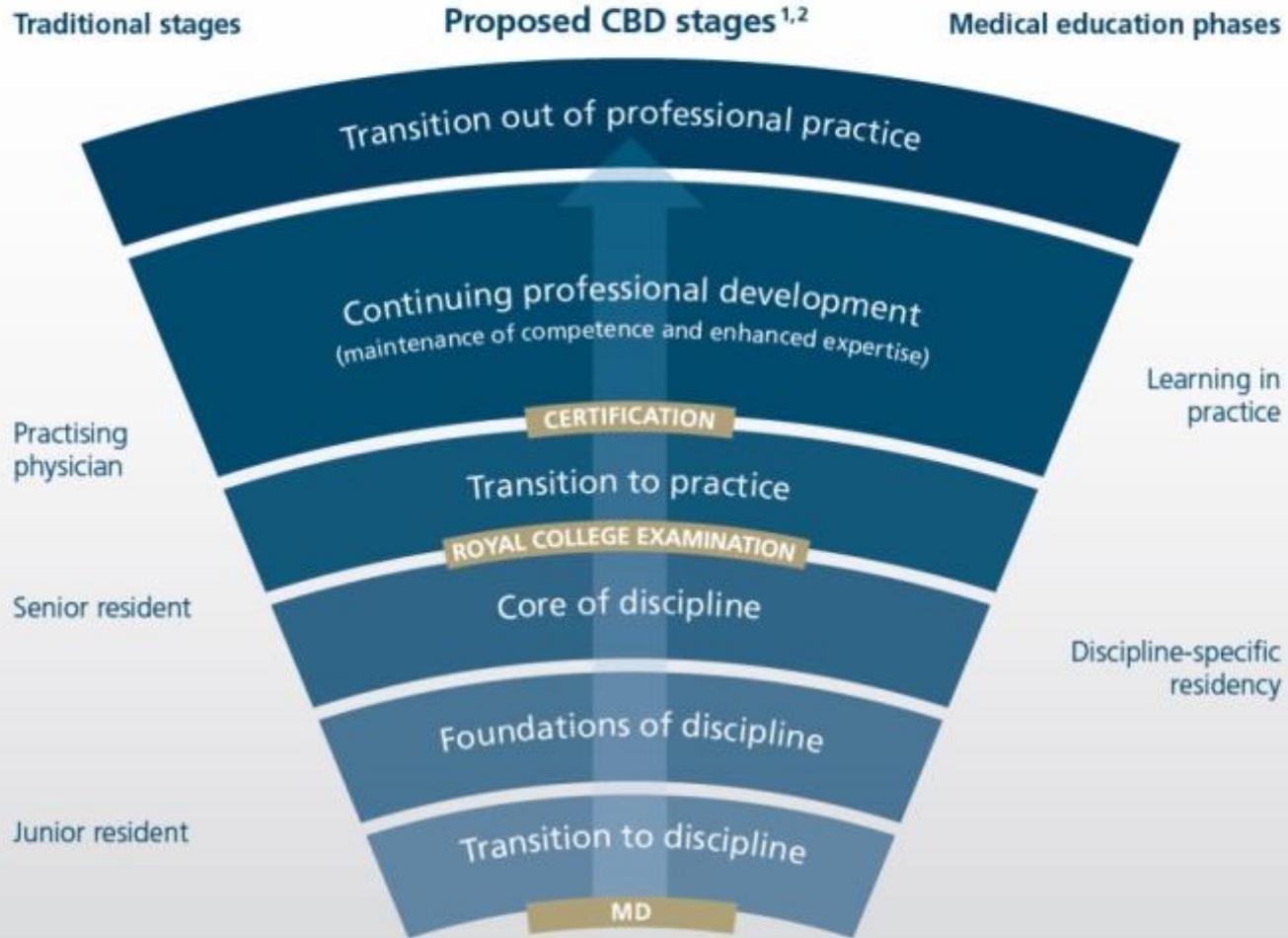


4 Key differences in CBD

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The Competence Continuum



¹ Competence by Design (CBD)

² Milestones at each stage describe terminal competencies

Purposeful ‘on ramp’
aka Transition to Discipline

Staged learning, teaching & assmts
aka Foundations, Core

Purposeful ‘off ramp’
aka Transition to Practice



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Initiate/Revise/Continue Workplace Based Assessments

- What is currently being used
- Balance of assessment types
- Why, Where & What to try?
 - Observations
 - Multi SF
 - Documentation
 - Professionalism



Improve/Develop a Feedback Culture

- More emphasis in coaching



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Connecting Residents, Faculty & Clinicians

- Longitudinal experiences for residents
- Structured advisory/coaching relationships



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Refresh/Develop/Continue Promotions (aka Competence) criteria, committee

- What data is currently used to make promotion decisions?
- Is there a checklist of data to be considered?
- What are the processes?



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3. CBD integration

- CBME/CBD is a team event
- CBME/CBD is about change



WHO is responsible for implementation???

→ → → PARTNERSHIP

1. Residency Program

- Directors, Learners, Program Admins, Residency Program Committee, Site Directors

2. Department

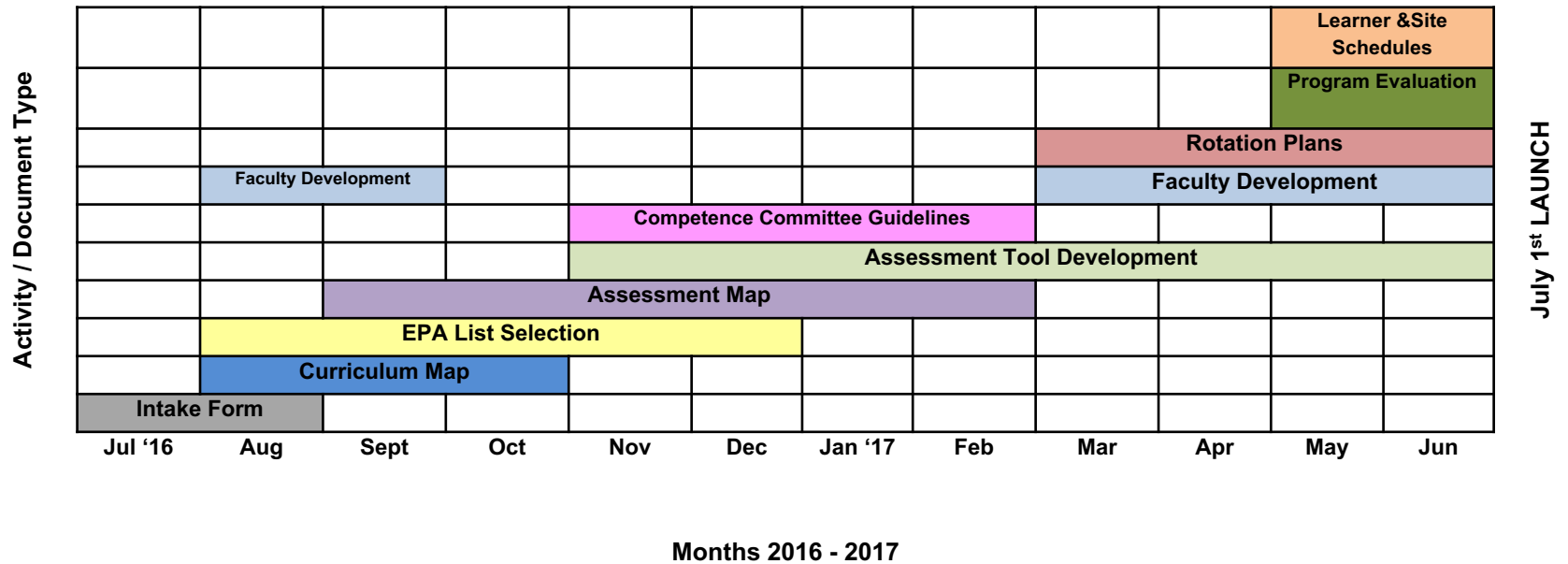
- Vice Chair Education, Division Chair, Faculty Development Lead

3. PGME Office

- PGME Assoc Dean, Lead- Education Innovations Team, Post MD Dean, IT teams



CBME Implementation PROCESS @ UofT



Faculty Development

- Who needs what info, when, where
- INCLUDES resident & faculty dev't
- What to do early?
- What to do later?
- Build capacity slowly



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4. NEXT STEPS

- **Curriculum integration**
 - Program specific work
 - PGME IT solutions
 - Policy implications
- **Faculty Development**
 - CBME/CBD website
 - Program, department, faculty
- **Program evaluation & scholarship**
 - Monitor, measure, improve, share



FOR APPLICANTS

FOR CURRENT TRAINEES

FOR FACULTY & STAFF

ABOUT PGME

Search PGME



Postgraduate Medical Education

CONTACT US

FIND A
POLICY OR
GUIDELINE

ACCESS
WELLNESS
RESOURCES

APPLICATION
INSTRUCTIONS
AND DEADLINES
APPLY

MESSAGE FROM THE
ASSOCIATE
DEAN

ORIENTATION
RESOURCES FOR
NEW
TRAINEES

CBME / CBD



POWER



PORTAL



PGCORED



EXCHANGE

Recap

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Thank you, thank you.



Questions about **CBD & CBME** at UofT

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