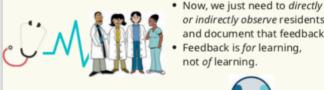
Introducina Competency By Design: Newsletter 8

MUN Internal Medicine



CBD - Assessment

In CBD, competency means more than just "knowing how" to perform a task/skill/procedure.

Trainees have to demonstrate ability to "show how" to perform

a task and "perform this task" as

interactions in the workplace on

well. Workplace based assessment (WBA) involves clinical teachers and physicians observing and documenting authentic

a regular basis.

How is WBA different? All supervisors are already

giving residents feedback.

or indirectly observe residents and document that feedback. Feedback is for learning,



When can I assess a trainee? Anytime and/or anywhere!

 For instance: - Performing a history

> and/or physical Doing a procedure



competence.



Things to remember:

Comments on the specific actions

behaviours are important. This

Isolated practice activities are

linked to, but not inclusive determinants of EPA achievemen (ex: performing a cardiac exam is

only one part of the ACS management EPA)

Your assessment = feedback

specific to that task. You're not

deciding the trainee's overall

Trainee promotion decisions are

informed by multiple observation

provides trainees with a guide for directed improvement.



- Reviewing a phone consult - In the clinic and/or wards SIM centre

- Identifying patient safety issues

- Family meetings - Many more!