

MUN Internal Medicine

Introducing Competency By Design: Newsletter 6



**Shifting gears....
Transition to CBD:
July 2019**

Competency Committees

- Competency committees make decisions and recommendations regarding resident progress
- Competency committees also identify residents who are not meeting their milestones, allowing residents to highlight areas which need improvement.

Roles of the committee:

To review and discuss resident's portfolios to:

- 1) assess promotion of residents to the next level of training based on milestones and EPAs
- 2) review/approve individual learning plans developed to address areas for improvement -Academic Advisors will assist learners to ensure they are on track
- 3) determine if a trainee is failing to progress within the program

Who is on the committee?

- Chair of the committee will be Dr. Gokul Vidyasankar
- The Program Director will be a member of the committee
- A minimum of 3 group members will be involved.



Differentiating roles:



- The clinical supervisor: Provide coaching and formative feedback (ie low-stakes observations of trainee's performance
- Will not be responsible for pass/fail decisions anymore



- The competency committee: synthesize data from multiple low-stakes observations for each trainee and make promotion recommendations
- Replaces individual/rotation-specific pass/fail evaluations