

Competence Review – What to Expect

One of the key features of the Competency by Design model of resident training is the bi-annual competence review of each resident. These reviews occur in November and May and consist of a thorough review of all the assessment information and any other sources of data (e.g. attendance) we have for each resident.

The types of assessment data that we review are:

- Written Exams
- Entrustable Professional Activities (EPAs)
- ITERs
- OSCEs
- Resident Self-Assessment Forms
- Coach Feedback Forms
- Practice STACERS and STACERs (PGY2 and onwards)
- Other

The assessment materials are compiled into a competence files for each resident. Each resident's competence file is assigned to a member of the Psychiatry Competence Subcommittee (PCS) for review. The members are required to assess the resident material in detail and present the resident's status to the committee. The next PCS meetings occur on November 21st and 28th. The committee makes a decision regarding the resident's progression through the stages of CBD competence, identifies any learning needs and makes recommendations to the resident in the PCS Final Report.

Dr David Goldbloom, Senior Medical Advisor for CAMH, asks:

What is an EPA? Extraverted Person Award?

Entrustable Professional Activities (EPAs) are defined by the Royal College as: "authentic tasks of a discipline. A supervisor can delegate a task to a resident and observe their performance in the workplace. Over time, frequent observations of a trainee's performance of an EPA provide a comprehensive image of their competence and inform promotion decisions." For example: Perform a Risk Assessment.



KEY COMPETENCE DATES

October 15:

- CBD Professional Development Self-Assessment Forms circulated to all CBD residents for mandatory completion
- Coach Feedback Forms circulated to all CBD Coaches

October 30:

- CBD Professional Development Self-Assessment Forms and Coach Feedback Forms due to cbd.psych@utoronto.ca

October 31:

- EPA Data is cut for Competence Committee analysis – get your EPAs into PsychRocks before day's end so they can be counted toward your progress. Any EPAs completed after this date will form part of the next review in May.

November 21 & 28

- Psychiatry Competency Subcommittee Meetings

December 13

- Expect Psychiatry Competence Subcommittee Reports to be circulated to Residents and Resident Coaches.

Coaches Update

We hope the year is off to a good start and that all of you have contacted your residents and have met to discuss progress. If you have not already done so, please do. If you do not know the resident(s) that have been matched to you please contact Tammy at tammy.mok@utoronto.ca.

Like last year, we will be circulating a Coach Form that you can complete for each of the residents you are coaching. These forms will be distributed to all coaches on October 15, 2019. These optional forms will be used as one element of assessment during the competence review of each of the residents.

We will provide you with a PDF of your resident's EPA dashboard in the first week or two of November.

* Please set up a time to meet your coachee between November 8-20, prior to the competency committee meetings.*

A Resident asks...



"Nobody has been in touch with me to let me know that they are my coach, what should I do?"

Please, please, please get in touch with [Tammy](#) if your Coach has not reached out to you. Coaching is a key element of the CBD model of training and we want to ensure that you have the supports you need as your progress through the stages of competency.

CBD Professional Development Self-Assessment Forms



The CBD Professional Development Self-Assessment Form was developed to provide an opportunity for self-reflection around professional growth for residents. This form will be included as part of your Competence Subcommittee file and is mandatory. It will be used as a means of evaluating your developmental trajectory, in context of other evaluations. There is opportunity to discuss your goals with your coach, if you so choose. Benefits might include recruiting faculty support or mentorship toward achieving your goals.

PLEASE NOTE: IF YOU ARE LOCKED OUT OF YOUR PSYCHROCKS ACCOUNT, CONTACT [MEG](#) TO HAVE YOUR ACCOUNT RESET.



October Leaderboard

A total of 253 EPAs were entered in September 2019.

- Angela Han is the PGY1 CBD Resident with the most EPAs entered in September.
- Vanessa Aversa is the PGY2 CBD Resident with the most EPAs entered in September.
- David Gifuni is the PGY3 Pilot CBD Resident with the most EPAs entered in September.
- Jessica Braidek and Justin Delwo are tied as the Supervisor who has participated in completion of the most EPAs in September.

Every month, the Residents and Supervisor with the most completed EPAs receive a Tim Horton's Gift Card!

 **CONGRATS!**
Call Tammy to receive
your EPA Progress
Tim Horton's gift card