

The Competence Committee & You

One key element of the CBD model of training is the implementation of the Competence Committee. The role of this committee is to synthesize and review the qualitative and quantitative assessment data at each stage of training, to provide recommendations on future learning activities and provide feedback on progress/promotion for each resident.

This academic year, the Competence Committee will be meeting at the end of November (and again in May) to do just that. Packages will be created on each resident that will include all the assessment material that we have to date on your residency training; for example, EPA progress, OSCE results (PGY1s), Springboard written exam results (PGY1s), ITERs, STACERs (PGY2s), among others. Residents should already have access to these assessments and be working with their coaches to develop their own learning plan. The hope is that the Competence Committee's suggestions do not come as a surprise. If you haven't yet met with your coach/coachee, please reach out!

The Competence Committee currently consists of 9 faculty members who are charged with reviewing the resident progress packages. The committee reports outcomes of discussions and decisions directly to the Psychiatry Residency Program Committee (PRPC) via the Program Director. The committee is required, by the Royal College, to meet twice annually at a minimum.



New and Improved ROTATION STRUCTURE

The 2019/20 CBD Rotation Structure has been posted to the Competency by Design website. As many of you know, several groups met recently to discuss the rotation structure for next year to ensure that it is meeting learner needs. We looked carefully at many factors including the evolving Royal College plans, feedback from learners, supervisors and coaches, the input of various groups (chiefs of psychiatry, addictions, ambulatory) etc.

[See the full details and rationale here.](#)



PGY1 Supervisor, Matt Boyle, kindly shared his thoughts on the LAE, "The CBD LAE clinic provides a unique opportunity for residents to get observed assessments early on in training. The connection you make with the residents over the course of the year is very rewarding as you get to watch their development as clinicians and forge a strong mentoring relationship."

Coaching Models

Currently, we have 25 coaches across the department and hospital sites providing advice and support to our PGY1 and PGY2 pilot CBD residents. Ever wonder why the relationship that you have with your coach might differ from your colleagues? This year, we are examining different types of coaching models to determine what works best. Here are the coaching models we are exploring:

- LAE Supervisor as Coach (PGY1 Mount Sinai residents and PGY2 pilot residents)
- Non-Supervisor, Local Faculty as Coach (PGY1 Sunnybrook residents)
- Competency Subcommittee Member as Coach (PGY1 St. Mike's residents)
- Non-Supervisor, Non-Local Faculty as Coach (PGY1 UHN residents)

You Asked...



“Do I still need to complete an ITER for my resident in addition to signing off on the EPAs?”

The short answer is Yes! Have a look at our [FAQs](#) to understand how ITERs will become ITARs and how they fit with EPAs.

Feedback...Feedback...Feedback

Thanks to all of you that have participated in providing feedback so far this academic year. There have been many forums, tools and mediums used to collect your thoughts and opinions on the progress, strengths and challenges of CBD implementation. You have participated in the Learner Experience Committee, issue or stage specific focus groups and on-line surveys, or you have emailed and called us directly and provided hints and tips in informal conversation. It is all extremely helpful and facilitates our ability to make CBD uptake easier for everyone. We recently collated the data from the online Coach, Supervisor and Site Director Survey. This is what you told us.

Coach, Supervisor & Site Director Feedback

When Coaches, Supervisors and Site Directors were asked for the top 3 things that they do not have now but that they need for CBD to be successful, the following three topics rose to the top:

1. Ongoing faculty development on CBD and the completion of EPAs.
2. More information on the role of a Coach and the materials that should be reviewed during coach-resident sessions.
3. Clarification on the entrustability scale and what it means relative to a PGY1 or PGY2.

Here's what we have done to address these issues:

- Offered 3 support sessions for coaches and supervisors to ask questions about CBD and EPAs (all 3 are complete and provided very practical feedback to the CBD team).
- Emailed each coach directly to clarify role expectations, offer support resources and detail next steps.
- Provided guidance on use of the Entrustability Scale in the October CBD Newsletter and posted this information to the CBD website.



EPA progress

365 completed as of October 31, 2018!

- Ling Zeng is the PGY1 CBD Resident with the most EPAs entered.
- Matthew Haaland is the PGY2 Pilot CBD Resident with the most EPAs entered.
- Jessica Braidek is the Supervisor who has participated in completion of the most EPAs.

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

 **CONGRATS!**

Call Kristen to receive your EPA Progress Tim Horton's gift card.

