Lessons Learned during the Implementation of Competence By Design in a large established Paediatric Residency Training Program

“Each little change has a ripple effect”

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I do not have an affiliation (financial or otherwise) with a pharmaceutical, medical device or communications organization.

Je n’ai aucune affiliation (financière ou autre) avec une entreprise pharmaceutique, un fabricant d’appareils médicaux ou un cabinet de communication.
Competency-based medical education has emerged as the new paradigm in medical education.

- multiple observation-based assessments for achievement of milestones.
- learner centered curriculums.
July 2017

Otolaryngology - Head and Neck Surgery and Anesthesiology

2017

Our pilot
7 EPA’s in 6 divisions

Oct 2017

Jan 2019

All EPA’s

All disciplines to transition to CBD by 2022

2022
IMPACT

Trainees

Faculty

Workflow

?
Expected challenges:

- Aligning current curriculum content.
- Working within the constraints of workplace realities.
- Supporting a culture shift.
Our pilot
7 EPA’s in 6 divisions

Stage 1
2018

Stage 2
2020

Jan 2019
All EPA’s

Oct 2017
Results

- 8 Residents (all levels).
- 6 faculty (General, sub-specialty, and community-based).
- Saturation was achieved with no new themes arising from the final interviews.
Themes

1) Feasibility of process

2) Quality of interactions

3) Work-place culture

4) Faculty/trainee development needs.
Feasibility of process (Does it work)

"For me it was very hard to obtain the evaluations, because it’s the year that we transition to senior, we have so many responsibilities."

Resident
Quality of interactions (Does it work well)

I tend at least to shy away from the more meaty constructive stuff and tend to focus on praise.

Faculty
Workplace Culture (What contexts impact it)

“One of the biggest obstacles or challenges or worries about it is how do you integrate it into the workflow and will it interfere with workflow

Faculty
Faculty/trainee development needs. (What will make it work)

"If people are really interested in us becoming better educators, then we should receive feedback."  

Faculty
Conclusion

- Program evaluation is an essential strategy.

- Significant resources and efforts needed.
Recommendations

• Faculty development in coaching and feedback.

• Establish a routine to increase feedback opportunities such as reminders.

• A regular update circulated to all the stakeholders (Myth Busters).
• A collaborative approach between faculty and residents in initiating the feedback.

• Faculty champions as facilitators to foster buy-in.
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