

## Musings on Competency By Design



While our academic year starts in July, September always feels like the real start to the year. By now, orientations are behind us and residents will be settling in. Our 12 CBD faculty development sessions, offered to gear up for July, are complete. The real work that we do, caring for patients and families, working in teams, teaching, learning and improving the system, will have begun.

This is our second year of full-fledged Competency by Design implementation, meaning both the PGY 1 and PGY 2 residents in our program are immersed in this new model, attempting our Foundation of Discipline EPAs. Our brave group of seven PGY3s are piloting new rotation structures, innovative seminars and Core of Discipline EPAs. Our dedicated supervisors and senior residents are learning the lingo and coming onboard. Year by year, day by day, we are improving this system, finding and fixing the bumps along the way, and settling into the new normal. Thanks to all of you who point out our oversights to us so we can get them fixed. For example, we are aware that the resident dashboards are not showing all EPAs attempts. We are also aware that distance supervision and EPA completion are at odds with each other. We are actively working on the solutions – stay tuned as we iteratively improve things.

If you only know three things about CBD here is what I want you to know:

- 1) Residents should be completing workplace-based assessments (EPAs) weekly in core rotations and once every two weeks in LAE with faculty or senior residents and should be entering them into the Psychrocks EPA tool.
- 2) Residents should be meeting with their coaches every two months to discuss their progress and create a learning plan.
- 3) The Psychiatry Competence Committee will review each resident twice per calendar year to ensure they are progressing as expected, and to provide suggestions regarding where to focus their energies.

I would also like to take this opportunity to thank Kristen Sharpe, our CBD Project Manager, for her superb organization of the roll-out both of CBD and the other aspects of curricular renewal. Without her, we could not have come this far. She will be missed. I'd like to welcome Tammy Mok, who many of you will know from her excellent work as the Undergraduate Education Administrator as she takes over at the helm of CBD. She has big shoes to fill, but I am confident she will do so with understated grace and the utmost competence.

If you would like to be involved in this transition in a more formal way, please reach out to Tammy ([tammy.mok@utoronto.ca](mailto:tammy.mok@utoronto.ca)) and we can let you know about committees and working groups that could use your help.

Onwards and Upwards,  
Sarah



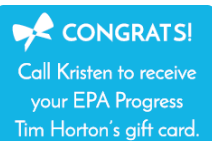
304 EPAs completed as of September 1, 2019

Erene Stergiopoulos is the PGY1 with the most EPAs attempted in September

Myriam Vigny is the PGY2 with the most EPAs attempted in September

Naomi Mudachi is the PGY3 with the most EPAs attempted in September

Sarah Colman is the Supervisor who participated in the most EPAs in September



# CBD Myth Buster

As you know, we have now welcomed our second full cohort into the CBD model of training. With the implementation of CBD comes a lot of new lingo and acronyms. We love that you are calling and emailing with questions and clarifications. In an effort to ensure that everyone is receiving the the same information, the myth buster below addresses the most common concerns. Please keep the questions coming. We can only make CBD and EPAs better when we know about the experience on the ground!

1	<p><b>Entrustable means that the resident can do the task alone, <u>excellently</u>.</b></p> <p><b>False.</b> The entrustability bar or question should be, “I trust the resident to do this activity <u>competently</u> (safely, not perfectly or excellently) and alone.”</p>
2	<p><b>I am in PGY1. My Foundations of Discipline (FOD) EPAs need to be entrustable by the end of my PGY1 year.</b></p> <p><b>False.</b> The FOD EPAs are to be worked on throughout PGY1 and PGY2. It may be that none of the FOD EPAs are entrustable until sometime in PGY2. The goal for PGY1 is progression along the scale of entrustment, but residents do not need to be entrustable by the end of PGY1.</p>
3	<p><b>My supervisor and I should find opportunities for EPAs when I am on-call and during my LAE.</b></p> <p><b>True.</b> Take all opportunities that you can to complete EPAs. Supervisors are encouraged to find time in these experiences. You can also complete EPAs on electives or any core psychiatry rotation.</p>
4	<p><b>I should expect that I may not be entrustable at the beginning of my residency but that I should be improving along the entrustment scale.</b></p> <p><b>True.</b> The goal of the EPA process is that you obtain frequent, useful feedback from your supervisor so that you can continuously improve the EPA skill/activity until entrustable.</p>
5	<p><b>When attempting an EPA, my supervisor needs to complete not only the overall performance scale but also needs to complete <u>each</u> of the milestones for the EPA.</b></p> <p><b>False.</b> If a resident is entrusted with an EPA, then it is assumed the component milestones are achieved. If the resident is not entrusted with an EPA then it might be helpful to unpack the milestones and determine where challenges arose.</p>
6	<p><b>I am in my Inpatient Psychiatry rotation for PGY2 and I need to ensure that all my FOD EPAs are entrustable at least once before I leave this four month rotation.</b></p> <p><b>False.</b> It is expected that each of your FOD EPAs are entrustable 3 times before you complete your PGY2 year, but they may not be entrustable in your first rotation of PGY2. The ITER is the assessment tool that will address your readiness to move from your specific rotation. All supervisors need to work toward supporting the achievement of entrustability.</p>
7	<p><b>I have no idea what CBD and EPAs are. It’s probably OK that I just not bother with this element of my residency.</b></p> <p><b>False.</b> Please remember that CBD and EPAs are being mandated by the Royal College. We aren’t just doing this for fun. You need to attempt EPAs and will be assessed on EPA progress by the Psychiatry Competence Committee when they meet twice per academic year. Please be in touch with the CBD team if you need a little extra guidance or resources: <a href="mailto:cbd.psych@utoronto.ca">cbd.psych@utoronto.ca</a></p>
8	<p><b>I am a CBD Supervisor and I should have my own PsychRocks Account.</b></p> <p><b>False.</b> At present, only residents, coaches and administrators have a PsychRocks account. Next July, when we migrate our tool to Elentra, the U of T Central postMD tool, supervisors will have their own accounts. Until then, EPAs must be done face-to-face.</p>
9	<p><b>I am a senior resident and I can complete EPAs for junior residents.</b></p> <p><b>True.</b> 51% of EPAs must be completed by faculty but the rest can be completed by residents and allied health.</p>