



Department of Psychiatry CBD Newsletter – Issue 3 · Oct 4 · 2018

Contest...you could win!

It has been a lot of fun, for all of us here on the CBD team, getting to know the PGY1 and the pilot PGY2 residents. You are starting to send in great CBD based feedback and your enthusiasm and unique personalities are contributing to the momentum of CBD. One of the ways that we have been receiving feedback is through the CBD Learner Experience Committee. The membership of this committee spans residents from all five years of training and from across our hospital sites.

At the most recent CBD Learner Experience Committee meeting it was suggested that we name our newsletter to spark interest in both residents and faculty alike to 'click the link.' The newsletter contains status updates, changes to the CBD curriculum, provides answers to address your questions and contains all the information you need to know to get in touch with us.

So...*Name our Newsletter*. Submit suggestions to cbd.psych@utoronto.ca and if your newsletter name is chosen by the CBD Learner Experience Committee, you will win a Tim Horton's gift card. Show us your creativity. Contest is open until Friday, October 12, 2018.



You asked...we are answering. We have a section on our website that addresses some of the changes to CBD that you have inquired about or asked us to make. Please go visit the new page called '[You asked about...Here's what we did!](#)' We will be making updates to this page regularly. Tell us what you think we can do to improve your experience and we will let you know what we can or can't do and why.



We need 3 minutes of your time. On-line, brief surveys are currently underway to obtain feedback from all supervisors and coaches and PGY1s on the progress, to date, with CBD implementation. What do you need for CBD to be more effective at your site or in your role? What are you worried about? What do you love? Information and feedback are essential - especially as we begin to think ahead and plan for next year. If you did not receive a link to a survey, please contact Kristen Sharpe at cbd.psych@utoronto.ca. Thank you in advance for participating.



PGY1 CBD Resident, Johny Bozdarov, kindly shared his thoughts on his PGY1 experience to date, "Having a supervisor who is willing to provide constructive feedback has been very beneficial to my training. CBD has great potential and I look forward to seeing what the future has in store"

Supervisor vs Coach

We have almost 100 faculty members filling the roles of supervisor and/or coach to our residents in the CBD model of training. Supervisors provide clinical oversight and feedback in the day-to-day training and practice of residents – on inpatient units, in outpatient clinics, the ER or in the provision of the clinical liaison service. Supervisors are responsible for the completion of residents' EPAs. In contrast, Coaches assist residents with their learning plans. Each PGY1 and PGY2 pilot CBD resident has been assigned a Coach. The Coach and Resident pair should meet about every two months to review the resident's progress with all activities and review assessment results. The Coach's role is to help identify any challenges and assist the resident in making a plan to progress.

Extra! Extra!

CBD Just-in-Time Primer videos are now accessible to all CBD supervisors and coaches on Quercus. If you don't know how to access your Quercus account, please contact paula.paunic@utoronto.ca

Topics include: Overview of CBD, Using the EPA Tool, LAE – easy as 1,2,3; Coach's Corner; and Psychotherapy in CBD.

The Entrustability Scale

There have been several questions and a lot of conversation about EPAs and the entrustability scale. Both residents and supervisors have written or called in asking how a resident's entrustability should be considered at each stage on the competency continuum (from transition to discipline through to transition to practice). Some wonder if a PGY1 should be rated entrustable relative to being in PGY1 or if they should be assessed on the scale relative to the expectations of a resident over the course of the 5 years of postgraduate training.

First, it is important to recognize that specific EPAs have been developed for each stage of competency. There are EPAs for Transition to Discipline (~months 1 to 3), EPAs for Foundations of Discipline (~months 3 to 24), etc. The EPAs get more complex the further along the competency continuum that the resident is training and they are meant to be most relevant to the material that the resident is experiencing at that stage.

In addition, we do not expect a PGY1 in their fourth month of training to be at the consultancy level of entrustability – but they might be. What we do expect to see is that the resident is generally making progress along the scale of entrustability each time a particular EPA is attempted. That said, we know that there likely will be a blip or two along the path to entrustability, given patient complexity, supervisor focus, nature of the case, etc. It is not expected that it will be a perfect step by step progression.

At all stages, Supervisors should be asking themselves, "Do I trust this resident to do this task competently and safely on their own?" We don't see an assessment of autonomy or consultancy as assessments that only Transition to Practice residents should be obtaining. Remember the EPAs are specific to the level on the competency continuum in which the resident is training and practicing.

Finally, we now have a working group on our CBD Curriculum Committee that is tasked with a close review of all current EPAs and development of our future EPAs. We hope this will ensure that they are useful, usable and in line with what is coming centrally from the Royal College.



EPA Progress

At the end of September, 278 EPAs were completed for the 2018/19 academic year!

- Ling Zeng is the PGY1 CBD Resident with the most EPAs entered (17).
- Matthew Haaland is the PGY2 Pilot CBD Resident with the most EPAs entered (16).
- Jessica Braidek is the Supervisor who has participated in completion of the most EPAs (21).

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

CONGRATS!
Call Kristen to
receive your
Tim Horton's
gift card ☺

