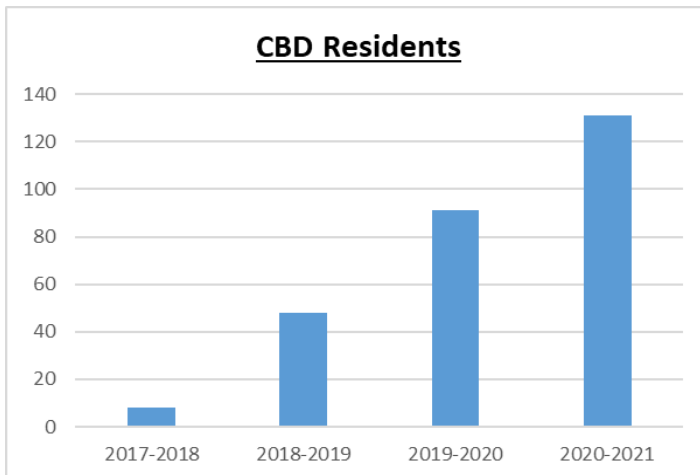


Looking ahead to July 2020

We are working behind the scenes to ensure a successful CBD launch for July 2020. The Royal College has mandated that all psychiatry programs across Canada must follow a Competency by Design (CBD) model.

How many residents will be immersed in CBD?



CBD Coaches and the Competence Committee

Both coaches and competence committees are mandatory elements of the Royal College Competency by Design model. We have worked hard to come to the best possible models of coach and competence committee structures. A working group, comprised of staff and residents, took a close look at focus group data, partnering that with education literature and communal wisdom.

We landed on the following for July 2020 – **Coaches will sit on the competence committee and be partnered with residents for up to 5 years, but will NOT decide about progression of their coachees.**

Coaching model: The coach will sit on the competence committee, but not present their coachees' files. Coaches will be welcome to comment on issues that might not be evident from the assessment data, but will not vote on progression of their coachee. This dual role allows the coach to be "in the know" about what a resident needs to do to succeed in this new educational framework.



How can I prepare for July 2020?

Faculty:

- **SAVE THE DATE!** Faculty development session on **June 4, 2020** – stay tuned for details!
- Ensure you know your UTORid and password to access Elentra
- Review the Royal College EPAs

Residents:

- Ensure you know your UTORid and password to access Elentra
- Review the Royal College EPAs
- Stay tuned for Elentra training sessions during resident lunch
- Residents are welcome to attend the faculty development event on June 4, 2020

EPA Corner:

How do I know if someone is entrustable?

- Ask yourself: Could they have done this on their own, without you being there? Was it safe?
- Even if you give residents feedback, if you feel they were competent and safe prior to the feedback, they are entrustable.



Fast Fact: If a resident is entrusted with an EPA, then it is assumed the component milestones are achieved. If they are not entrusted, break it down into the milestones to help coach for improvement/change.

Prepping for the May Psychiatry Competence Subcommittee meetings



- February: We will be sending residents and their CBD coach communication around expected EPA numbers to ensure residents are on the track to success!
- By April 3 2020: Submit your mandatory CBD Self-Reflection forms.
- Mid-April: Residents and CBD Coaches should schedule a 30-minute check-in mid-April to review available assessment data
- May: Psychiatry Competence Subcommittee (PCS) reviews our CBD residents
- Early June: Reports released

Competence Committee Model: We had 4 possible models for the competence committee – by year, stage of training, site or a longitudinal model that follows residents from their starting year, throughout their residency.

There was a strong preference from the residents, both from focus group data and from our working group and PRPC for the longitudinal model, as they felt that having a coach for 5 years would help with development of an educational alliance with that person, and would help with decreasing fragmentation.

Our hope is that (after a shuffle this July) having a consistent coach for the rest of your residency will be a positive experience. If there is a mismatch between coach and coachee, there will be opportunities for switching at various time points.

EPAs: Over the past 3 years, we have been using locally constructed Entrustable Professional Activities (EPAs). Starting in July 2020, **we will be adopting the mandatory EPAs from the Royal College** that were approved in December 2019. All residents will be assessed using the Royal College EPAs. In many ways, these EPAs are similar to ours. U of T EPAs will still be counted! We will match them to similar Royal College EPAs.

EPA Tool: We will be transitioning from the locally developed PsychRocks EPA Tool to **Elentra**, the Central Post MD tool. The adoption of Elentra means that **faculty will also be able to login via their UTORid to enter in EPAs!** To ensure a smooth transition, we are working closely with the Department's Faculty Development Committee and with Central Post MD to work out all the bugs before we go live.

ITARs: ITERs will be changing into ITARs – these are shorter forms with more narrative data to fill in the gaps that EPAs do not cover and provide summative feedback.

- PGY1 North De Pencier had the most EPAs attempted in December and January with 25 submissions!
- PGY2 Cristina Balaita had the most EPAs attempted in December with 9 submissions!
- PGY2 Luke Swenson had the most EPAs attempted in January with 13 submissions!
- PGY3 Paul Kaylor had the most EPAs attempted in December with 4 submissions!
- PGY3 Siqi Xue had the most EPAs attempted in January with 3 submissions!
- Mary Preisman & Katharine Charlton are the Supervisors with the most EPAs in December and January respectively.



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

Post MD Education: Feedback and Coaching Training Series REGISTER BY MARCH 10!

Why? Residents and faculty have repeatedly identified that one of the hurdles of implementing CBME is the need for additional training and support in feedback and coaching. This is a program to co train faculty and resident co-leaders in the delivery and support of feedback and coaching in their own program. REGISTER by/before March 10, 2020 with the names of both the Faculty & Resident Co-Leaders via email to Jean Morran cbme.facdev@utoronto.ca