



Competence-By-Design (CBD) Tips for Success for Faculty/Assessors

Preparation check list:

- ✓ Make sure you have your UTORid and password. Note that only University of Toronto OBGYN Faculty members, fellows and residents will have a UTORid.
 - ✓ If you are an OBGYN faculty member but do not know your UTORid and/or password, please contact pg.obgyn@utoronto.ca
 - ✓ If you do not have an OBGYN faculty appointment, you will still be able to complete trainee EPA assessments (just not initiate them). The learner will need to request the assessment on their phone via the “Complete now” or the “Email blank form” options.
- ✓ Review the Elentra newsletter and assessors guides at the following links:
 - ✓ [Logging in and starting assessments](#)
 - ✓ [Elentra Navigation for Assessors](#)
- ✓ Practice completing an EPA on Elentra
- ✓ Review the following Transition to Discipline EPAs:
 - ✓ [TTD EPA 1](#)
 - ✓ [TTD EPA 2](#)
- ✓ Practice using “Coaching Feedback” on a regular basis through your interactions with residents:

What is Coaching Feedback?

In CBD, clinicians are encouraged to think of themselves as coaches. “Coaching Feedback” is a conversation between resident and clinician, and is meant to guide learners through a growth process that leads to performance enhancement. Coaching feedback tells residents what was witnessed during a direct or indirect observation, and, most importantly, focuses on specific actionable suggestions for improvement. In other words, coaching feedback helps a resident understand what adjustments and modifications will allow them to progress to the next level of capability/proficiency.

From the RCPSC document The Competence by Design (CBD) Coaching Model, 2019

- ✓ Review practical documents from the Royal College of Physicians and Surgeons of Canada, such as:
 - ✓ [CBD Coaching Model](#)
 - ✓ [Workbased Assessments and CBD](#)

Additional Tips:

- ✓ Although this is a change, it's good to know that CBD is not that much different from what you are already doing! We hope that CBD will address gaps in the current system such as the “failure to fail” culture of medical education.
- ✓ Realize that Entrustable Professional Activities (EPAs) reflect the authentic work of physicians in your discipline.
- ✓ Use EPAs to plan and structure teaching and assessment activities and use EPAs that are appropriate to the learner's training stage to help structure this instruction.
- ✓ Check in with the residents you are working with to see if there is a particular EPA to be addressed/on their list for completion.
- ✓ Please contact us for help, questions and concerns at pg.obgyn@utoronto.ca. The sooner we know about a problem the faster we can fix it!