



Obstetrics and Gynaecology Residency Program Entrustable Professional Activities (EPA) Tips for Assessors

Preparation Checklist:

- ✓ 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

Your residents will start to think of you as a coach, or someone who helps them to develop their skills.

- ✓ CBD requires feedback that is frequent and work-based whenever possible. High quality feedback should focus on behaviours and actions (not personality). Feedback should be specific, relevant, constructive and timely.



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

Entrustment Tips

- ✓ Remember that entrustment ratings involve judging a resident's safe and independent practice ability on the basis of what you observed today. These ratings are NOT about predicting future performance.
- ✓ Measure observed performance against the standard of safe and independent practice, not to the stage of training the learner is at.
- ✓ Rating residents as independent does not mean that they are now allowed to always independently perform that task. It means that they were independent on this occasion.

Additional Tips

- ✓ Empower the residents and support them to “take charge” of their own assessment portfolios.
- ✓ 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.
- ✓ Narrative information is important for providing residents detailed information for improvement and competence committees with a context for the performance ratings assigned.
- ✓ 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!