



Developing Faculty Competencies in Assessment: A Course to Help Achieve the Goals of Competency-Based Medical Education (CBME)

COURSE AGENDA

Sunday (*Eric Holmboe*)

1:00 – 5:00 p.m.

- 1) Introduction to goals of course
- 2) Mini-review of educational theory supporting CBME
- 3) Competencies, Milestones, EPAs
 - a. Interactive exercises with Milestones in own specialty
 - b. Role of frameworks/frame of reference for assessment
- 4) Program planning group work

Monday (*Eric Holmboe*)

Morning: 8:00 a.m. – 12:00 p.m. (coffee and pastries at 7:30 a.m.)

- 1) Introduction to systems approach to assessment
- 2) “Good Assessment” – what does this look like and how do you know your assessment methods are working?
 - a. Concept of utility in assessment
 - b. Importance of purpose
 - c. Mapping exercise
- 3) General issues in rater cognition and implications for CBME and Milestones

LUNCH: 12:00 – 1:00 p.m.

Afternoon: 1:00 – 5:00 p.m.

- 3) Program planning groups
- 4) Evaluation forms and tools
 - a. How to get the most out of them
 - b. Aligning forms with CBME goals
- 5) Multi-source feedback (MSF/360)
 - a. Professionalism/teamwork/interprofessionalism
 - b. Patient-centered care

Tuesday

Morning: 8:00 a.m. – 12:00 p.m. (coffee and pastries at 7:30 a.m.)

- 1) Assessing clinical reasoning (*Bill lobst*)
 - a. Working with a competency “we know”
 - b. ITEs, work-based assessment approaches, chart-stimulated recall

2) Principles of effective feedback (**Jen Kogan**)

LUNCH: 12:00 – 1:00 p.m.

Afternoon: 1:00– 5:00 p.m. (**Jen Kogan**)

- 1) Direct Observation – Part I
 - a. Performance dimension training
 - b. Frame of reference training
 - c. Maximizing sampling for effective direct observation

Wednesday

(Northwestern University Feinberg School of Medicine Clinical Education Center)

Morning: 8:00 a.m. – 12:00 p.m. (**All faculty**)

- 1) Direct observation – Part II
 - a. Live standardized resident/patient practice (SIM lab)

LUNCH 1:00– 1:30 p.m.

Afternoon: 1:30– 2:30 p.m.

- 2) Debrief of direct observation simulation experience (**Kogan**)
- 3) Work on Action Plan Blueprint with program planning groups

Remainder of afternoon free (*mental decompression break!*)

Thursday

Morning: 8:00 a.m. – 12:00 p.m. (coffee and pastries at 7:30 a.m.)

- 1) Working with residents in difficulty (**lobst**)
- 2) Program planning groups

LUNCH 12:00– 1:00 p.m.

Afternoon: 1:00 – 4:00 p.m.

- 3) Approaches to “audit” of clinical practice (**Holmboe**)
 - a. MRA and feedback using performance measures
 - b. Clinical Vignettes
 - c. Quality and patient safety
 - d. Patient reported outcome measures
- 4) Simulation tracks (**Holmboe and Hamstra**)
 - a. OSCE
 - b. Procedures
 - c. Mastery-based methods

Friday 8:00 a.m. – 1:00 p.m. (coffee and pastries at 7:30 a.m.)

- 1) Portfolios, assessment systems, and data (**Holmboe**)
- 2) Clinical Competency Committees (**Holmboe**)
 - a. Designing and implementing effective committees
 - b. Creating effective feedback loops
- 3) Action plans – final program planning (**Holmboe**)
 - a. Commitment to change
 - b. Action plans for own program