CBME – Lessons and Challenges

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Change to CBME: Right Choice

- Assesses competence at individualized pace as opposed to time-based education
- Ensures expertise in all domains across the continuum of medical education
- Flexible enough to address evolving changes to societal needs
- Regulatory bodies can be confident that MDs have been declared competent

Surgical Training

- Naturally well suited to this change
- Highly technical
  - Athletics
  - Music
Faculty - Changing Identity

- Teacher
- Coach
Milestones within an EPA

Each EPA integrates multiple milestones.
CBD Roadmap: 2013 - 2018 and Beyond

The Good

- Royal College had consistent vision to help in guiding CBME development
- Very clear who major stakeholders were and listened to us
- Rapid turn-around for documents with high quality professional editing
- Development of Competence Committee
  - Growth of leadership within the department/division
  - Fantastic opportunity for resident review
- Residents are HAPPY
The Scholarship

- Royal College Strategic Grant competition - $23,425
  – Roth K. “Exploring the Influence of Surgical Variation on Competence Judgments in Postgraduate Surgical Education”

- Faculty Support for Research in Education - $50,360
  – Paradis J. “A multi-source qualitative analysis of feedback on Entrustable Professional Activities (EPAs) of Otolaryngology residents”

The Challenges

- Unrealistic timelines
  - Things were not where they should be
  - Extremely slow progress throughout workshops

- Curriculum mapping
  - A pressing need
  - Worked with PGME office (Joan Binnendyk)

- Major changes in off-service rotations
  - Implications for the entire medical school

- Problems regarding technology
  - ePortfolio clearly still beta-version
  - Will Elentra be better?

- Observations and assessment numbers
  - Potential for exhaustion, how many per day?
The Unknown

- What will “end” of process will look like?
- Fellowship exam moved (fall of 5th year)
- Funding for residents who take longer?
- Parallel streams of residents?
- How will the TTP experience look?
- Will SSMD recognize teaching on par with research when it comes to CBME?

We Succeeded, So Will You!

- Recognized that embracing change will be tough
- Engaged with Department Chairman, Associate Dean, and “experts”
- Gave department and residents, and the PGE committee, ownership of the transition
- Worked with budget oversight for necessary service (essentially bootstrapped ourselves)
- Convince the naysayers, teach the teachers, allow for innovation
- “Don’t add new work without taking something else away”
CBD IMPLEMENTATION TO BEGIN JULY 1, 2017.

The Committee on Specialty Education, PG Deans and the Royal College announce our collaborative intent to launch CBD July 2017.

For more info, visit royalcollege.ca/cbd