

Clinician Teacher Guide – CBME Focus

The following highlights relevant activities commonly done by clinician teachers implementing competency-based medical education. The following table is taken from the Clinician Teacher Guide Framework from Continuing Professional Development. Items in red are additions to the guide as it could related to CBME implementation activities.

Performance Indicator	Activity			Notes
	Assistant Professor	Associate Professor	Professor	
Teaching / Facilitating Learning > Teaching Responsibilities				
Lectures, seminars, and small group teaching	Invited to talk at a regional or provincial level	Invited to talk at a regional or provincial level	Invited to talk at a national or international level	
Continuing Education teaching	Teach/Facilitate learning of faculty development	Lead faculty development courses related to education and competency in practice at divisional, departmental or within SSMD		Core component of what PDs and CBME Leads do for implementation
Community outreach teaching	Teaching other professionals / public locally or regionally (i.e. nursing, media, etc.) Leading the initiative of multisource feedback/360 assessments	Teaching other professionals / public provincially or nationally (i.e. Colleges, Universities, nursing, media, community service events etc.) Leading the initiative of multisource feedback/360 assessments		Added the MSF component to highlight work done in this area
Formative/Summative assessment activities for Learners or Trainees	Participates in evaluation activities in keeping with SSMD's mandate	Has a significant role in evaluation activities: Competence Committee member		
Scholarship > Teaching Innovations				
Innovations to improve didactic and clinical education	Publication/Scholarly work toward teaching or education innovations	Influence others toward implementing teaching innovations at a local / SSMD level		
Course design, renewal, and	Contributes to program and curriculum design and development	Leads program or curriculum design or development	Contributes to program or curriculum design and	Core component of what PDs and CBME

curriculum development	(e.g. part of a course/module/rotation/CPD event development team, Faculty development etc.) Renewal of existing curriculum objectives	Extensive revisions of curriculum or objectives	development that have national or international impact (e.g. AFMC network, CFPC, RCPSC, MCC, CACMS, consultant/external reviewer, etc.)	Leads do for implementation
Development and implementation of effective and innovative teaching resources		Development of new teaching tools with a local / university impact (i.e. website, manuals, social media, technology, etc.)	Development of new teaching tools with a national / international impact (i.e. website, manuals, social media, technology, etc.).	Very likely what PDs and CBME Leads do for implementation, e.g. website, modules, simulation
Development and implementation of effective and innovative assessment/ feedback tools	Participates in the development of innovative evaluation tools.	Has a significant role in the development of evaluation tools (i.e. CBME, designs new ITERs,) Collaborator in innovative evaluation initiatives at local / regional level	Has a highly significant and/or primary role in the development of evaluation tools: Leads major evaluation innovations at local level Collaborator in innovative evaluation initiatives at provincial / national level	Core component of what PDs and CBME Leads do for implementation
Scholarship > Education Leadership				
Academic administration, academic planning and policy making	Participates in leadership activities at introductory levels (e.g. member of curriculum sub-committee, Residency Program Committee, CPD program committee, etc.) PGME CBME Steering Committee member	Takes leadership roles as appropriate (e.g. chair of curricular sub-committee, ad hoc curricular committee, module lead, CPD advisory Committee, etc.) at local and regional level National Specialty Committee member	Member / Chief of a national medical education group or committee	Added these other common CBME-related committees
Academic advising activities (Coaching, mentoring and preceptorship)	Documentation of learner or peer mentoring, portfolio mentor, academic advising, coaching and preceptorship (across the CanMEDS roles)	Leads mentorship programs Coaches and mentors other educators	Promotes professional development at national and international levels	

		Provide peer evaluation & assist with the recipient's reflection Design and supervise remediation/ individualized learning plans for colleagues		
Teaching of education methods and instructional development		Present at professional meetings / presentations on teaching [Locally & Regionally]	Identification as local faculty development leader at Distributed Education sites	
Board examiner		CBME lead for a department or program	CBME lead for faculty	This is an error for these activities to be under 'Board examiner' and should be under 'Teaching of education methods and instructional development' instead
Education & Evaluation Research				
Publications	Collaborator on an education research project	Peer reviewed publication on an education research initiative	Multiple peer reviewed publications on education initiatives and topics Publications consistent with a national/international leadership role in education	
Contributions to scientific meetings	Abstract presentations at national/international research meetings			
External recognition (invitations to lecture, awards,	Invited original research presentations at local level Divisional award(s)			

book chapter invitations, etc.)				
Impact on education (knowledge translation)	Development/co-development of educational research reviewed, implemented, adopted, and/or disseminated at a local level.			