# CBME

*Newsflash!*

## Tips for Filling Out

7 **EPA Assessments**

Adopted from Dowhos, K., Teaching that Counts, Canadiem, Jan. 25, 2020

**NEGOTIATE which EPA will be observed in advance.**

01

Avoids trying to find an EPA at the end of the day & allows resident to emphasize their learning goals for the day.

**STRIVE to complete EPA early in the day / shift.**

02

Increases likelihood of completion & avoids trying to fit it in at end of day, when everyone is tired.

**FOCUS on resident's performance during the observation.**

03

The assessment is of performance that day, not what they have done in the past or on their best day. Avoid distractions.

**ADAPT to unexpected events during the day / shift.**

04

The assessment plan should be flexible enough to view unexpected events as opportunities for adjusted assessments.

**COMMUNICATE specific & actionable feedback.**

05

Provide concrete examples and specific "homework" tasks.

**UNPACK the EPA into milestones if resident is struggling.**

06

Each milestone does not need to be assessed; identifying milestones troubling the resident, can assist resident in mastering the EPA.

**REMEMBER - if assessed as less than "fully independent" it does not mean the resident failed.**

07

Supervisor's role is to provide feedback to the resident for development. Competence Committee collates observations for summative decisions.