



**CBME SUCCESSES
AND FUTURE
DIRECTIONS**



**PROGRAM
TRANSITIONS TO CBD**



**CBME COMMITTEES
YEAR IN REVIEW/
FUTURE DIRECTIONS**



**RESIDENT
ENGAGEMENT AND
WELLNESS MATTERS**

WHAT'S HAPPENING?

2020... IN THE REARVIEW MIRROR

Well, where do you start?! This certainly marks the close of an unexpected and unprecedented year in so many ways. With thoughts first to the patients and learners we serve and wish the best possible outcomes, we applaud the continued efforts and commitment of program leadership, faculty, and staff to a successful transition to CBME. Your contribution to CBME activities, willingness and energy to help each other transition and establish best practices, and your commitment to providing the best possible experience for our learners and the patients in your care is exemplary. We couldn't have made the gains we did without you and we thank you. ~ Parveen and Lisa

CBME Successes and Future Directions

Despite the challenges this year presented everyone, we continued to grow our CBME community and achieve many strategic goals. We established mentor networks, ensured resident and program administrator participation on all committees while supporting their own, established a Program Evaluation and QI committee, established a collaborative, online workspace via MS Teams, we listened to the challenges and successes of those already transitioned and incorporated their recommendations into implementation planning, committee work, medSIS customizations, and shared them through a growing distribution via email, this monthly newsletter, town halls, a virtual retreat, an updated website, new faculty development workshops and resources, a new learner orientation package, Zoom webinars, and more.

We took every opportunity to ensure efficiencies, clear communication, develop resources and tools, to aid programs in their transition. We learned a lot about what works, what's needed, and responded to challenges with an understanding of the importance of flexibility and adaptation. We reflect that transitioning to CBD is an iterative process, variable in some aspects, and that continued collaboration, clear guidelines, and effective communication with continued support from the CBME Office is necessary to get us to an enhanced curriculum and positive outcomes.

Here are the highlights and early planning for 2021.

Programs Transitions to CBD by Year

2017	2018	2019	2020
Anesthesiology	Emergency Medicine	Radiation Oncology	Neurology
Otolaryngology	Nephrology	Gastroenterology	(Adult and Pediatric)
	Urology	Critical Care Medicine	Psychiatry
	Surgical Foundations	Cardiac Surgery	Plastic Surgery
	Medical Oncology	Rheumatology	General Surgery
		Internal Medicine	Physical Medicine and Rehabilitation
		Obstetrics and Gynecology	Orthopedic Surgery
		Neurosurgery	
		General Internal Medicine	
		General Pathology	
		Anatomical Pathology	
		Geriatric Medicine	

Programs scheduled to launch July 1, 2021

- Adult Cardiology
- Clinical Immunology and Allergy (adult and pediatrics)
- Neonatal Perinatal Medicine
- Pediatric Surgery
- Respiriology (adult and pediatrics)
- Vascular Surgery
- Adolescent Medicine
- Child and Adolescent Psychiatry
- Clinical Pharmacology and Toxicology
- Forensic Psychiatry
- Geriatric Psychiatry
- Pediatric Hematology/Oncology
- Pediatrics

Programs deferred to launch July 1, 2022:

- Neuropathology
- Medical Genetics
- Public Health and Preventive Medicine
- Hematology
- Dermatology
- Ophthalmology
- Diagnostic Radiology

2021 programs have been sent a detailed CBD [transition plan template](#) and were invited to meet with the CBME Office to review their plan and address any questions or readiness issues you may have. The RC [CBD Implementation Planner](#), [CBD for CBD template](#) to prepare faculty, the Learner

Orientation and Training package and the readiness recommendations from the RC available on the CBME website are very helpful. The CBME Office is working to align recommended workshops and resources along the timeline to launch and beyond.

In case you missed...follow the links to view the Annual Retreat webinar series...

[Oct. 14, 3-5 pm Are We Progressing as Expected?](#)

[Oct. 19, 3-5 pm Good Data In, Good Decisions Out](#) A case-based workshop engaged analysis and deeper discussion around trainee review, progression decisions.

[Oct. 23, 3-4 pm CBD Expert Panel: Questions and Answers](#) and ***Program Presentations: CBME Success Stories, Innovations, and Scholarship***

CBME Committees ~ Year in Review, Future Directions

The CBME Office provides direction and support and relies on the diligent work of the CBME Executive and its subcommittees to advance the transition to CBME in Postgraduate Medical Education. Additional resources for educational development have been secured so the plan to establish an online learning platform for anytime access to accredited and other learning activities for faculty, program administrators and others can move forward.

Executive Committee



Dr. Parveen Wasi
Associate Dean,

Committee Chair Dr. Parveen Wasi and the dedicated members of the Executive continue to steward a successful transition to CBD for all programs at various stages of implementation, supporting all aspects of implementation. With an eye on quality resident training and wellness, the committee works to ensure program needs are met and the resident voice is heard.

Updates

- Reviewed all Terms of Reference, updated membership of all committees to include the perspective of the various roles at various stages of transition
- Promoted resident and program administrator participation on committees
- Established a Program Evaluation and QI Subcommittee and Scholarship working group and approved a new CBME data governance model to support QI and scholarship while ensuring privacy and security of resident performance data
- Reviewed and revised strategic directions while responding to the impacts of COVID
- Reviewed for approval proposals from the CBME subcommittees
- Reported the results of program surveys to key stakeholder groups
- Address accreditation priorities and planning

Upcoming Activities:

- Circulate a multi-year strategic plan

- Promote a program evaluation and quality improvement framework and toolkit to support accreditation priorities

Implementation Committee

Committee Chair Dr. Parveen Wasi The Implementation Committee continues to plan, monitor, and support the implementation and evaluation of all core elements of CBME, as well as, identify resource needs, program needs, and faculty and learner development needs.

Updates

- Reviewed for approval extensive enhancements to medSIS as relayed by the CBME medSIS committee;
- Addressed issues and developed solutions to support program transitions and evolving best practices
- Enabled innovations in CBD implementation and promoted broadly
- Hosted several Town Halls via webinar (Spring/Fall 2020) to support programs at various stages of transition and bring back issues for resolution and recommendations for sharing
- Communicated via multiple mediums clarifications and guidelines related to multiple aspects of implementation
- Provides for updates and guidance from national CBD lead groups including the Royal College

Upcoming Activities

- Will work closely with the new Program Evaluation Sub-committee to identify indicators of success and promote a quality improvement culture.
- Will support the development of an online learning platform for anytime access to accredited/non-accredited learning modules and activities for faculty, program administrators, and other stakeholders

Faculty Development Committee



Dr. Ereny Bassilious

Chair, CBME Faculty Development Committee / Program Director, Pediatric Endocrinology & Metabolism

Committee Chair Dr. Ereny Bassilious Faculty development activities have shifted well to web-based formats and recordings are available on the CBME website. The **Curriculum**

Updates

- Robust annual curriculum of offerings
- CBD 101 e-module (machealth.ca)
- Curriculum Mapping (September)
- Direct Observation and Feedback (February)
- Competence Committees (April)
- Academic Coaching (May)
- High engagement in virtual format

Upcoming Activities

Additional workshops offered 20/21: <https://cbmepg.mcmaster.ca/upcoming-events/>

- Assessment Mapping (January)
- Direct Observation and Feedback (February)
- Programmatic Assessment in CBD (March)
- Competence Committees 2.0: Issues & Solutions (April)
- Academic Coaching 2.0: Beyond the Basics (May)
- Addition of parallel streams to existing workshops
- Involvement of learners & PAs in co-learning models
- Plan to accredit offerings, transfer workshops to online delivery for anytime learning
- Enhanced curriculum informed by CBME Town Halls, implementation plan
- Resource map with timeline tags and by CBME role



Dr. David Callen

Chair, CBME Learner
Development Committee /
Program Director,
Pediatric Neurology

Learner Development Committee

Committee Chair Dr. David Callen The CBME Learner Development Committee and its working groups continue to address the needs of resident learners at various stages of transition to CBD. A **resident CBD orientation package and resources** were shared with programs receiving trainees new to the model (available on CBME website). The committee continues to identify strategies to foster learner development and encourage participation on CBME committee work in collaboration with the Resident Lead Committee. A resident survey is under consideration.

Year in Review

Complete restructuring of the committee with new membership (4 faculty, 9 residents)

Team 1 – Incoming CBME Residents

- Developed material introducing CBME and tips on how to thrive in a CBME residency
- Sent these out to all CBME PDs for dissemination to incoming PGY1s; uploaded to CBME website>learner resources

Team 2 – Traditional Residents In Transitioning CBME Programs

- Developed material introducing CBME and tips on how to interact with CBME residents, how to give feedback appropriately, and how to teach
- Sent these out to all CBME PDs for dissemination to residents in program, uploaded to CBME website>learner resources

Team 3 – Current CBME Residents

- Re-establishment of “Resident Only” Committee
- Encouragement of resident participation with Resident Lead committee and contribution at CBME workshops

Upcoming Activities

- Evaluate effectiveness of Teams 1 & 2 for CQI for next iteration
- Feedback from “Resident Only” Committee and published feedback (e.g., report from FMRQ) to inform learning needs of CBME residents = tasks for Team 3

Resident Lead Subcommittee



Dr. Spencer Van Mil
Co-chair, CBME Resident Subcommittee



Dr. David Sands
Co-chair, CBME Resident Subcommittee

Committee Co-Chairs Drs. Spencer Van Mil and David Sands

Updates

- Added many new members
 - Changed to virtual format with improved attendance
 - **Garnered** feedback from the recently transitioned programs which was largely positive
 - Continuing to work to establish a clear channel for bidirectional feedback between the resident body and the other committees.
- In the process of creating a pre-meeting feedback tool to help committee members efficiently gather new concerns from a broad array of residents within their program to ensure that challenges are being addressed.

Upcoming Activities

- Considering a needs assessment to identify what has and has not worked for those that have transitioned to CBME. We hope to use these results to help optimize the CBME resident experience going forward.

Program Evaluation and QI Committee (July, 2020)



Dr. Ranil Sonnadara
Co-chair, CBME Evaluation Committee
Director, Education Science & Associate Professor, Surgery



Lisa Colizza
PGME CBME Lead / Co-chair, CBME Evaluation Committee

Committee Co-Chairs Dr. Ranil Sonnadara and Lisa Colizza

Updates

- Established Terms of Reference and broad membership including faculty engaged in QI, family medicine, PA, and resident representatives
 - Developed a data governance model that has been approved by the CBME Executive Committee.
- Started the development of a program evaluation framework to guide the activities of the committee, define short, mid, and long term outcomes, metrics, policies and procedures for evaluating the fidelity and quality of CBD implementation

Upcoming Activities

- Core elements of CBD implementation will be evaluated, and in particular, Competence Committees, will be an initial focus of evaluation activities
- Establish reporting processes and required functionality in medSIS
- Conduct an evaluation of Competence Committees as a core element of CBD
- Develop a QI toolkit and resources to support programs approaching evaluation and quality improvement goals.

Program Administrators Committee

PA CBME Committee Co-Chairs, Julia Smerili and Sarah Richardson

Update

- Assisting with developing and delivering PA Orientation webinars, offering tips and recommendations to incoming Program Assistants working in CBD programs.
- Delivered several PA Lunch & Learn workshops focusing on various aspects of CBD
- Hosted a whole group Expert Panel for PAs to discuss issues/recommendations (Spring, 2020)
- Facilitate reports and updates from CBME Lead, member representatives on PA NAC, new to transition PAs
- Communicate issues affecting PAs to CBME Lead and CBME subcommittees

Upcoming Activities

- Translation of lunch and learns presentations to online learning modules for anytime access and to support PAs transitioning to CBD programs throughout the year
- Updating of resources including review of nationally available resources to supplement current content

CBME medSIS



Chantelle Campbell, our Business Systems Analyst

Updates

- Provide extensive support to programs transitioning to CBME.
- Developed synchronous and asynchronous resources for orientation to the CBME learner dashboard and new Competence Committee dashboard available on the medSIS training site
- As a member of the CBME medSIS committee, details and facilitates numerous enhancements to ensure efficiencies, required functionality, tracking and reporting
- Provided planning and just in time support to PDs, PAs, CBD Leads, Competence Committee Chairs, and Academic Coaches, supervisors.
- Provided updates and details to CBME Implementation subcommittee

Upcoming Activities

- Facilitate further enhancements to the system
- In collaboration with the implementation and Program Evaluation Committee identify functional requirements for tracking and reporting of data relevant to evaluation and QI

A sincere thank you from the CBME Office for all you've done in 2020! We wish for you great success in your CBME implementation efforts and continued good health, a restful and joyful holiday break despite the current conditions. We look forward to continued great work together in 2021!

With highest regards,



**Dr. Parveen
Wasi**

Associate Dean,



Lisa Colizza

PGME CBME Lead / Co-chair, CBME
Evaluation Committee



Allison Paquette

Administrative Coordinator