



UPDATES FROM RC,
CBME OFFICE



PROGRAM
TRANSITIONS TO CBD



CBME COMMITTEE
UPDATES



RESIDENT
ENGAGEMENT AND
WELLNESS MATTERS

WHAT'S HAPPENING?

CBME 2021...Looking forward...

In light of the ongoing challenges COVID-19 presents and the added preparations for accreditation, we thank the CBME network of program leadership, faculty, staff, and resident representatives who continue to champion CBME implementation through collaboration, developing and delivering workshops, new resources and tools, and sharing what you've learned while informing best practices.

Updates from the RC/CBME Leads Group

Competence Committees

- * **Attestation of Eligibility** Due to the administrative process, sometimes an attestation of eligibility to write the exam is given for a resident more than a year in advance. By the time of the exam, the Competence Committee may feel the resident is not actually ready. Clarification from the RC is that it is the responsibility of the Competence Committee to review the list of exam-eligible residents closer to the date and inform the Royal College if any residents should be removed.
- * Upcoming **RC Competence Committee Chair session on April 21, 2021**. Great opportunity for Competence Committee chairs to engage nationally with others in their discipline.
- * Latest **CBD Pulse Survey 2021** (circulated to those just launched) closed March 1, 2021; results to follow soon. Will inform evolving evaluation activities and the data will be shared in aggregate to schools and inform the CBME Committees locally. As a participant school in the **National Dashboard Project** we have added exporting functionality in CBME module/medSIS on identified data fields.
- * ICBME Webinar Series: of potential interest
- * Guiding documents are available on the [Royal College website](#) offering support to programs on how to meet Royal College training requirements in the era of COVID-19.

Transition to CBME 2021

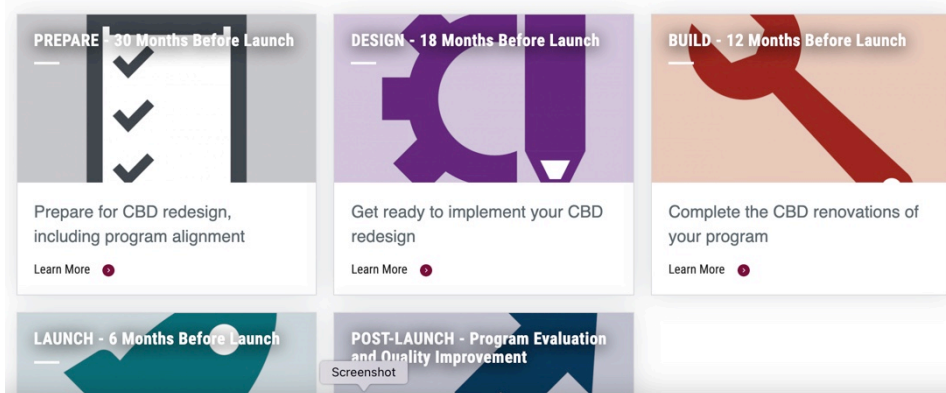
At this time all programs previously announced for transition in July, 2021 are proceeding as planned. MedSIS training and faculty development events are posted on CBME site.

Updates from CBME Office

NEW! Two new web resources added to the CBME Website.

CBME Implementation Planner

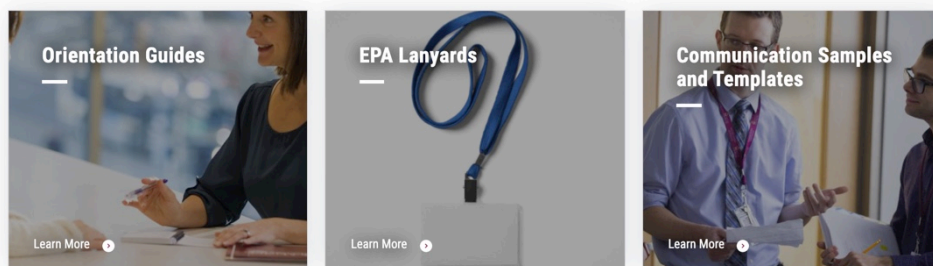
Based on the Royal College's Implementation Planner, the following identifies for program leads key activities and considerations at various stages of CBD implementation – 30 months, 18 months, 12 months, and 6 months pre-launch, and finally, post-launch. You will find recommended resources and tools curated by the CBME Office for each stage of implementation designed to support change management, staff and faculty readiness, and program organization and transformation.



In response to comments about the plethora of resources available on the RC and CBME sites, the CBME Office undertook the task of creating a web resource **Implementation Planner** (based on the Royal College's tool) with added key recommended workshops and resources along the timeline to launch. Post launch resources re program evaluation and CQI which will continue to develop.

CBME Communication Toolkit

The resources, templates, and presentations in this toolkit are modifiable and designed to assist programs in their communications and preparation for their transition to CBME.



The new **CBME Communication Toolkit** provides PDs and CBD Leads with tools, templated eBlasts and presentations they can repurpose as they do the busy work of preparing their faculty and staff. *A special thank you to Dr. JoAnn Corey for sharing a multitude of resources!*

Updates on the work of the CBME Committees...

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. Any questions, suggestions, requests please drop a line to Lisa Colizza in the office.

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 the CBME framework. 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

- Continues to identify program needs and support implementation during COVID and accreditation
- Supporting the CBME Program Evaluation Subcommittee by taking on data governance oversight to support QI and scholarship while ensuring privacy and security of resident performance data
- Continues to approve proposals from the CBME subcommittees
- Addressing accreditation priorities and planning
- Will circulate a strategic plan based on input from key stakeholders to ensure gains and successes are maintained and innovations and best practices are supported ongoing

CBME 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 including a **CC Dashboard**, a **Heat Map** that allows comparisons of resident progress within their cohort, and other enhanced visualizations of learner analytics
- Guidelines forthcoming on Competence Committee reporting to RPC
- Continuous updates and guidance from national CBME Leads groups
- Working 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

Committee Chair Dr. Ereny Bassilious Faculty development activities have shifted well to web-based formats and recordings are available on the CBME website. Additional asynchronous learning opportunities are in development.

Updates



Dr. Ereny Bassilious

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

- Additional activities include a new **Programmatic Assessment Workshop**, an **Academic Coaching Workshop 2.0 Beyond the Basics** that integrates Motivational Interviewing/Coaching practices, and a **Competence Committee Expert Panel**
- Additional asynchronous, online learning opportunities are in development for anytime access

Upcoming Faculty Development events



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.

Updates

- Collaborating on a **Resident Experience Survey** with Resident Lead Committee (Spring 2021)
- Evaluating effectiveness of Teams 1 & 2 for CQI for next iteration
- Exploring opportunity to transfer learner orientation resource to online modules

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

- Using feedback from the recently transitioned programs, which was largely positive, to inform activities
- Collaborating on Resident Experience Survey with CBME Learner Development and Evaluation Committees based on FMRQ report and other resident surveys

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

- Working to ensure data governance and management policies and practices are in place in collaboration with the Executive
- Articulating a logic model to describe the short, mid, long term goals of the committee
- Established project working groups to focus efforts on EPA Assessment, Competency Committees, and Resident Experience
- Working to create a community and culture of evaluation and CQI across PG programs in CBME including practical resources and tools that align with RC Program Evaluation activities
- Supporting National Dashboard Project and enhanced exporting in CBME medSIS module
- Supporting scholarly work related to Competence Committees

Of Interest...

IMPLEMENTATION TRENDS
 FROM 2020 CBD PROGRAM EVALUATION RESULTS

How are programs preparing for Competence by Design (CBD) implementation and how is implementation going on the ground?

74% Programs had completed an average of 74% of key pre-implementation activities prior to launch.

Trends prior to implementation showed:

- Leaders were receptive to change and believed that the successful launch of CBD was a priority.
- Programs had prepared the most for implementing Competence Committees and orienting residents.
- Challenging tasks included engaging off-service disciplines, conducting faculty development and enlisting adequate support staff.

73% After implementation, 73% of programs agree that CBD is going well, compared to 44% in previous years.

Programs experienced some common benefits and challenges after implementation:

- CBD led to an increase in meaningful feedback, better decision making, enhanced clarity around the curriculum and competencies, and better coaching.
- Common challenges included the completion of assessments, electronic platform functionality, time and resources for program leaders, faculty, residents and support staff, and establishing local culture change.

CBD Implementation
TIPS AND TRICKS

- Start preparing early!
- Don't expect perfection from the start
- Reach out to others that may be facing similar challenges. Learn from CBD Innovators, CBME Leads, Program Directors

As a priority, the Royal College is working directly with specialty committees, schools and resident groups to address unique implementation challenges. We want to hear your concerns and welcome your ongoing collaboration at educationstrategy@royalcollege.ca

Program Administrators Committee

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



Update

- Translation of PA orientation webinar to an online learning module for anytime access and to support PAs transitioning to CBD programs throughout the year
- Strengthening mentorship of PAs new to CBD through linkages and enhanced support opportunities
- Incorporating nationally available resources to supplement current content
- Supporting the adoption of the CC Dashboard through additional training
- Assisting with developing and delivering PA Orientation webinars, offering tips and recommendations to incoming Program Assistants working in CBD programs.
- Representation on other CBME committees, disseminate reports and updates from CBME Lead, PA NAC,

CBME medSIS



Chantelle Campbell, our Business Systems Analyst

Updates

- Developing a ‘Heat Map’ enhancement with a working group for comparison of resident data within a cohort as well as a visual for tracking contextual variables among other enhancements
- Recorded synchronous training and asynchronous resources for orientation to the CBME learner dashboard and new Competence Committee dashboard available on the medSIS training site
- Providing planning and just in time support to PDs, PAs, CBD Leads, Competence Committee Chairs, and Academic Coaches, supervisors with several training sessions in Spring 2021
- Updates and details provided to CBME Implementation subcommittee inform decisions 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

With highest regards,



Dr. Parveen Wasi
Associate Dean,



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



Allison Paquette
Administrative Coordinator

