Developing Faculty Competencies in Assessment: 
A Course to Help Achieve the Goals of 
Competency-Based Medical Education (CBME) 
Fall 2017

COURSE AGENDA

Sunday *(Eric Holmboe)*
1:00 – 5:00 p.m.
1) Introduction to goals of course
2) Competencies, Milestones, EPAs
   a. Interactive exercises with Milestones in own specialty
   b. Role of frameworks/frame of reference for assessment
3) Program planning group work

Monday *(Eric Holmboe)*
Morning: 8:00 a.m. – 12:00 p.m. (coffee and pastries at 7:30 a.m.)
1) Introduction to systems approach to assessment
2) “Good Assessment” – what does this look like and how do you know your assessment methods are working?
   a. Concept of utility in assessment
   b. Importance of purpose
   c. Mapping exercise
3) General issues in rater cognition and implications for CBME and the Milestones

LUNCH: 12:00 – 1:00 p.m.

Afternoon: 1:00 – 5:00 p.m.
3) Program planning groups
4) Evaluation forms and tools
   a. How to get the most out of them
   b. Aligning forms with CBME goals
5) Multi-source feedback (MSF/360)
   a. Professionalism/teamwork/interprofessionalism
   b. Patient-centered care

Tuesday
Morning: 8:00 a.m. – 12:00 p.m. (coffee and pastries at 7:30 a.m.)
1) Assessing clinical reasoning *(Bill Iobst)*
   a. Working with a competency “we know”
   b. ITEs, work-based assessment approaches, chart-stimulated recall

2) Principles of effective feedback *(Jen Kogan)*
LUNCH: 12:00 – 1:00 p.m.

Afternoon: 1:00– 5:00 p.m. *(Jen Kogan)*
1) Direct Observation – Part I
   a. Performance dimension training
   b. Frame of reference training
   c. Maximizing sampling for effective direct observation

**Wednesday**
*(Northwestern University Feinberg School of Medicine Clinical Education Center)*
Morning: 7:30 a.m. – 12:00 p.m. *(All faculty)*
1) 7:30am: Light breakfast
2) 7:45am: Review Session Goals
3) 8:00am: Direct observation – Part II
   a. Live standardized resident/patient practice (SIM lab)

LUNCH: 12:15 p.m. – 1:15 p.m.

Afternoon: 1:15 p.m. – 2:45 p.m.
1) Debrief of direct observation simulation experience *(Kogan)*
2) Electives:
   a) Introduction to the application of learning theories to assessment *(Edgar)*
   b) Work-based assessment of procedural competence *(Hamstra)*
3) Work on Action Plan Blueprint – discipline interest group conversations

Remainder of afternoon free *(mental decompression break!)*

**Thursday** *(Holmboe)*
Morning: 8:00 a.m. – 12:00 p.m. (coffee and pastries at 7:30 a.m.)

1) Working with residents in difficulty
2) Program planning groups

LUNCH 12:00– 1:00 p.m.

Afternoon: 1:00 – 4:00 p.m.
3) Approaches to “audit” of clinical practice
   a. MRA and feedback using performance measures
   b. Clinical Vignettes
   c. Quality and patient safety
   d. Patient reported outcome measures
4) Simulation Overview

**Friday** *(Holmboe)*
8:00 a.m. – 1:00 p.m. (coffee and pastries at 7:30 a.m.)
1) Portfolios, assessment systems, and data
2) Clinical Competency Committees
   a. Designing and implementing effective committees
   b. Creating effective feedback loops

3) Action plans – final program planning
a. Commitment to change
b. Action plans for own program