

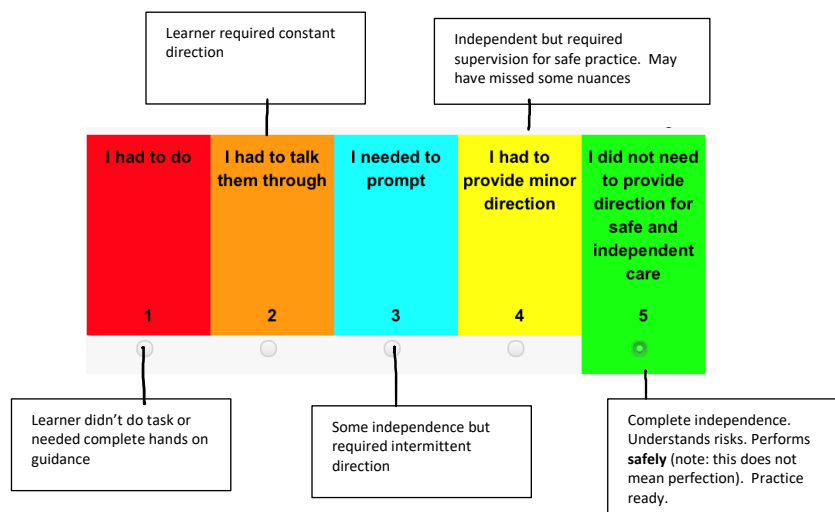
## Competency by Design

### Evaluation Model

- 1) What is an Entrustable Professional Activity (EPA)?
  - a. An essential task of a "discipline" that an individual can be trusted to perform independently in a given context
  - b. Typically, each EPA integrates multiple milestones
  - c. Evaluated with the entrustability scale

#### **ENTRUSTABILITY SCALE**

The scale of Entrustment assesses how much the observer would trust the resident to perform the EPA task independently.



- 2) What is a Milestone?
  - a. Observable marker of an individual's ability along a developmental continuum
  - b. Milestones are used for planning and teaching

The key difference between EPAs and milestones is that EPAs are the tasks or activities that must be accomplished, whereas milestones are the abilities of the individual.

**ASSESSMENT OF AN EPA SHOULD BE DOCUMENTED ON A WORKPLACE BASED ASSESSMENT:**

**Workplace-Based Assessments**

This is the form on which EPA assessments are documented.

They will be accessed via MedSIS.

The Workplace Based Assessment form contains the [Entrustability Scale](#).



**Work Based Assessment - EPA**

McMaster University

Information

Learner:  
Learner Program / Level:  
Rotation / Program:  
Location:  
Supervisor:  
Evaluation Trigger / Period:

EPA: Performing a risk assessment that informs the development of an acute safety plan for patients posing risk for harm to self or others

	Not Observed 1	In Progress 2	Achieved 3
<b>Milestones</b>			
Assess risk factors for violence, suicide, and self-harm including modifiable and non-modifiable factors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develop and implement initial management plans with patients presenting with suicidal or homicidal ideations/intentions and violent patients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develop a specific differential diagnosis relevant to the patient's presentation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Describe the relevant codes, policies, standards, and laws governing physicians and the profession, including relevant mental health legislation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognize and manage one's own reaction to patients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Manage the flow of challenging patient encounters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Identify patients requiring handover to other physicians or health care professionals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide a clinically relevant summary to the receiving physician or care team, using an approved handover template.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Entrustability Scale**

1: I had to do it  
2: I had to talk them through  
3: I needed to prompt  
4: I needed to be there just in case  
5: I didn't need to be there

Global Rating of Entrustment:  
Feedback to Learner:  
Suggestions for improvement will be important to resident development.

WBAs will be electronic, available on computers and mobile devices.

**Common Pitfalls when completed WBA:**

- Not assessing the EPA. Make sure you understand the EPA and what it is your are assessing. Often times you are being asked to observe one small task (ex. conduct in the operating room) not if the learner can perform the entire operation independently
- Feedback text box:
  - Remember Rx-OCR
  - Please avoid comments like “good job”, “excellent.”
  - This is really the opportunity to provide comments that will help learners move forward in their entrustment scale. Example: “Next time, make sure to introduce yourself to all members of the OR team”.
- Fill out all the fields
  - Please make sure you complete all aspects of the form
  - In the comment box it is sometimes helpful to describe the context of the assessment that was completed. Example: “I observed the learner placing a chest tube in a trauma in an unstable patient”.

## **Resources**

### **Videos**

[Introduction to CBD and CBME](#)

### **Infographics**

[CBD Cheat Sheet](#)

[Understanding Workplace- Based Assessment and CBD](#)

[Resident information about Competency Committees](#)

[CBD Coaching Model Handout](#)

### **Online Modules**

[Entrustability Scales](#)

[Coaching to Competence -Rx-OCR model](#)

### **Presentations**

[Direct Observation and Delivering Feedback Workshop](#)

### **Available Documents Other**

[EPA Guides – Roya I College](#)