COMPETENCY-BASED CLINICAL TEACHING

in 5 Basic Steps

1. Model effective practice as a family physician

2. Work with your resident to create learning goals
   - Leverage learner interests and site-specific learning opportunities when creating goals
   - Write learning goals that are concrete, action-oriented, and assessable (ie. Resident will collaborate with a team of consulting health professionals in the care of a patient)
   - Align goals with CFPC-endorsed frameworks (ie. CanMEDS-FM, 6 Skill Dimensions) to ensure your resident is developing all of the competencies to be an effective family medicine physician

3. Observe your resident in action and provide coaching feedback
   - Schedule opportunities to observe your resident interacting with patients, families, and health professional colleagues, as well as times to debrief these moments through two-way conversation
   - Provide specific, behavioural feedback on things you see the resident doing well and on things they need to improve
   - Complete field notes to document resident progress and assist them in demonstrating their competencies in all core areas (program target is 1 field note per day)
   - Ask your colleagues to observe the resident and compare your respective impressions of their performance

4. Teach using learner-centered approaches that actively engage your resident
   - Use questioning to assess resident knowledge, promote critical thinking, and encourage reflection
   - Consider using a validated teaching technique such as One Minute Preceptor or SNAPPS
   - Ask your resident to self-assess his/her performance regularly and create future growth plans

5. Synthesize available information sources into valid and reliable summary decisions on resident performance
   - Solicit your resident’s self-perspective on his/her performance
   - Use field note data and input from colleagues to complete In-Training Assessment Reports
   - Provide concrete anecdotal comments on what the resident has done well and what s/he needs to improve in future learning events