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