Competence, performance, outcomes and in-training assessments: buzzwords or better training?

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Our aims

• Competency based frameworks
• International and local responses
• Structured problem solving on what is important locally
• Consider requirements for change
Miller’s Assessment Pyramid

- Faculty Observation
- Standardized Patients
- Extended matching / CRQ
- MCQ EXAM

- KNOWS
- KNOWS HOW
- SHOWS HOW
- DOES
Learning objective

vs

learning outcome/competency
UK, Canada and NZ (USA)

- All have competency frameworks
- All have curriculum underpinning and closely linked with work-place based assessment
- Repeated in training assessments + exams
- Attainment of qualification is successful COT and exams
- All have portfolios + learning planner
- Learner responsibility is central to training
Why change?
Does a competency approach produce better doctors?
How do we measure competency?
Assessment is a curriculum design problem.

So what?
| Like to change | Have to change |