

Residency Redesign: Competency-Based Medical Education

Funding Proposal/Action Plan

ABSTRACT

The strategies and deliverables within this proposal will support family medicine residency programs as they endeavor to meet the ACGME Family Medicine requirements and ABFM expectations for competency based medical education (CBME) and assessment. This is the second phase of STFM work related to CBME, building on a foundational project, funded by the ABFM Foundation, that runs from August 2022 through December 2023.

BACKGROUND AND PURPOSE

The ACGME Family Medicine Program Requirements that went into effect in July 2023 require changes in how education is delivered and assessed.¹ Specifically, programs are now required to ensure residents demonstrate competence. The ACGME FM-RC has indicated that programs will need to show that they are assessing competence,² and the ABFM will begin to have program directors attest to resident competence.³

In August 2022, the ABFM Foundation awarded the Society of Teachers of Family Medicine a 17-month grant of \$189,249 to support the development phase of a multi-year project to equip residency programs to deliver competency-based education and assessment. Specifically, the grant supports STFM work to:

1. Conduct a consensus-building Summit.
2. Launch a task force to develop strategies and resources to improve competency-based education in family medicine residency programs.
3. Update existing STFM faculty development resources relevant to new ACGME family medicine requirements.

These project are completed and/or in progress.

PROJECT DESCRIPTION/ACTION PLAN

This new proposal is informed by the Summit, input provided at family medicine meetings and events, and the work of the STFM CBME Task Force. The strategies and deliverables within this proposal will support family medicine residency programs as they redesign their residencies to meet the new family medicine program requirements for CBME. The funding requested in this proposal is for a two-year project to help residency programs implement CBME education and assessment.

From September 2023 through August 2025, STFM will, in concert with other organizations as appropriate:

- Work with a technology vendor to develop and help residency programs implement a mobile app to record observations of residents
- Train family medicine residency faculty on CBME strategies and tools
- Support the development of a CBME Residency Learning Network
- Implement a pilot project to test new resources and strategies

OBJECTIVES AND TACTICS

Objective: Support family medicine residency programs in their transition to competency based medical education

Tactic 1: Work with a technology vendor to develop and help residency programs implement a mobile app to record observations of residents

The STFM CBME Task Force has vetted six currently (or potentially) available mobile apps that could be employed for point-of-contact recording of observations of clinical care by residents. Each was evaluated specifically to ascertain the feasibility of programming the app to map assessments to Family Medicine Milestones and ACGME/ABFM Core Outcomes for Family Medicine Residency Training. While all of the apps reviewed are potentially able to meet the above goals, the task force has elected to devote initial efforts to working with New Innovations, as that is a technology platform widely used by family medicine residency programs. The goal is for family-medicine specific assessments to be made available to all customers of New Innovations. The assessment questions will be made available to all family medicine programs, as they can be integrated by residency programs into other apps that allow for customized assessments.

STFM will collaborate with other family medicine organizations to advocate for this addition to the New Innovations technology platform. If New Innovations isn't open to working with family medicine on this app, the task force will select another vendor.

Tactic 2: Train family medicine residency faculty on CBME strategies and tools through:

- Conference presentations at the AAFP Residency Leadership Summit and the STFM Annual Spring Conference to familiarize the discipline over next three years (Preconference by 2025).
Topics may include:
 - CBME concepts and strategies
 - How to incorporate individual learning plans, coaching, and resident engagement into residency operations
 - How to find and use competency-based assessment tools
 - Ensuring equity and minimizing bias in assessment
 - Creating competency-based goals and objectives for each educational experience
- Presentation on Individualized Learning Plans at the AAFP National Conference of Residents and Students
- Adding CBME as a workshop topic available through STFM's Faculty Development Delivered. Faculty Development Delivered offers on-site, customized training at residency programs.
- Collaborating with AFMRD, ABFM, and the FM-RC to create and implement a webinar series/town halls for program directors, associate/assistant program directors, faculty, residents, and residency coordinators. Topics may include:
 - What is CBME and how do we get started? New National Recommendations for CBME in Family Medicine
 - ACGME expectations for and measurement of assessment of resident competence (FM-RC data strategy)
 - ABFM expectations for attestation of resident competence (competency-based Board eligibility)
 - Creating and implementing individualized learning plans to guide resident education
 - Overview of assessment tools
 - Resident portfolios as a tool to guide individual learning plan goals to ensure that outcomes are being addressed and evaluated.
- Including CBME experts in STFM's Learning Network's Speaker's Bureau

Tactic 3: Support the development of an STFM CBME Collaborative

At the ACGME CBME training session, participants expressed interest in developing an STFM CBME Collaborative. STFM will reach out to participants to identify leaders, define a governance structure and learning objectives, and help coordinate the initial meetings. All STFM members, including those in the pilot project (see Tactic 4) will be invited to join. The CBME Collaborative will be offered space to meet in person at the STFM Annual Spring Conference.

Tactic 4: Test and refine resources through a pilot project

Audience: Program directors and residency coordinators from up to 25 residency programs will be selected to participate in the pilot. Program directors and coordinators can apply individually or as a team.

Description: Those interested in participating will apply by responding to a call for applications. Those who are selected will attend one 2-day in-person session, one 1-day in-person session, and five virtual sessions. During the 2024-2025 academic year, participants will implement the New Innovations mobile app, the STFM Individualized Learning Plan, other assessments identified by the STFM CBME task force, and STFM-directed strategies for learning portfolios. Faculty for the training session will include some of the experts trained recently by Eric Holmboe at the ACGME, members of the STFM CBME task force, and others with experience with and knowledge of CBME.

Evaluation: This will be an IRB-approved study to measure the effectiveness of the training, the mobile app, the assessments, the digital individualized learning plans, and the portfolio strategies. Participants will be required to complete pre-, mid- and post-pilot surveys, reporting on:

- Their confidence in delivering competency-based assessment
- The number of app-based assessments per resident
- Program directors' confidence in attesting to resident competence, based on the assessment methods used
- Satisfaction with the mobile app, the assessments, and the individualized learning plans

A call for a member/team to conduct evaluation will be sent out. The selected evaluator will be expected to help form the evaluation plan, take the lead in survey development, be the principal investigator for the IRB, and lead the dissemination of results. Staff will assist with distribution of survey tools and review any papers prior to publication.

Pilot project participants will be encouraged to disseminate their individual results.

DELIVERABLES AND OUTCOMES

By the end of this project, STFM will complete the following deliverables:

- A mobile app for residency programs to record observations of residents
- An online, fillable individualized learning plan for residents
- Faculty development offered in a variety of modalities
- A publication on the results of the pilot project
- Enduring recordings of training webinars
- An enduring CBME Collaborative

The resources developed through this project will be reviewed and updated periodically by STFM staff and STFM's Graduate Medical Education Committee.

PROJECT EVALUATION

The project will be considered successful if:

- The deliverables listed above are completed by September 2025.
- At least 100 STFM members join the STFM CBME Collaborative
- At least 400 people attend live training sessions at Residency Leadership Summit and STFM conferences
- Attendance for live webinars – in total – is at least 400.
- Attendees report that the webinars increased their knowledge of CBME education and assessment.

The pilot project will measure the effectiveness of the training, the mobile app, the assessments, the digital individualized learning plans, and the portfolio strategies. Participants will be required to complete pre-, mid- and post-pilot surveys, reporting on:

- Their confidence in delivering competency-based assessment
- The number of app-based assessments per resident
- Program directors' confidence in attesting to resident competence, based on the assessment methods used
- Satisfaction with the mobile app, the assessments, and the individualized learning plans

PROJECT TIMELINE

August 2023 (pre grant)

- Submit abstract for presentation at 2024 Residency Leadership Summit
- Submit abstract for presentation at 2024 STFM Annual Spring Conference

September 2023

- Begin working with New Innovations
- Call for applications for subject matter experts for webinar series, Faculty Development Delivered, in-person presentations, and pilot project leadership

October 2023

- Identify leader of Learning Collaborative and begin process for STFM Board approval

November 2023

- Begin CBME webinar series

December 2023

- Get Board approval for leadership and objectives of CBME Learning Collaborative

January 2024

- CBME webinar
- Submit abstract for presentation at the AAFP National Conference of Residents and Students

February 2024

- First meeting of CBME Learning Collaborative
- Call for applications for pilot project

March 2024

- Learning networks presentation at the AAFP Residency Leadership Summit
- Preliminary unveiling of New Innovations mobile app (encourage use for 2024-2025 academic year) at AAFP Residency Leadership Summit

April 2024

- Provide report to ABFM Foundation
- CBME webinar

May 2024

- CBME training at the STFM Annual Spring Conference
- Provide time and space for CBME Collaborative to gather at the STFM Annual Spring Conference
- Roll out New Innovations mobile app (encourage use for 2024-2025 academic year)

June 2024

- In person meeting/training of pilot project participants
- CBME webinar

September 2024

- CBME training at the STFM Conference on Practice and Quality Improvement
- Provide report to ABFM Foundation
- Virtual meeting of pilot project participants
- CBME webinar

November 2024

- Virtual meeting of pilot project participants

April 2025

- Provide report to ABFM Foundation

May 2025

- CBME training at the STFM Annual Spring Conference
- Provide time and space for CBME Collaborative to gather at the STFM Annual Spring Conference

January 2025

- Virtual meeting of pilot project participants

April 2025

- Virtual meeting of pilot project participants

June 2025

- Final in-person meeting of the pilot project participants

July-September 2025

- Final analysis of pilot project and write up of results

September 2025 (post grant)

- Final report to ABFM Foundation

SUSTAINABILITY

Any resources that are developed through this project will be reviewed and updated periodically by STFM staff and/or the STFM GME Committee and assessed by the STFM Board of Directors through its regular assessment process.

The CBME Collaborative will continue as long as there is a need and interest.

The recorded webinar series will be available as long as it is relevant and needed.

CBME will endure as an offering in Faculty Developed Delivered.

The CBME experts will remain in STFM's Learning Network's Speaker's Bureau.

REFERENCES

1. ACGME Program Requirements for Graduate Medical Education in Family Medicine Summary and Impact of Major Requirement Revisions.
https://www.acgme.org/globalassets/pfassets/reviewandcomment/120_familymedicine-2021-12_impact.pdf. Accessed March 21, 2022.
2. Newton W, Cagno C, Hoekzema C, and Edge L. Core Outcomes of Residency Training 2022 (Provisional). The Annals of Family Medicine. March 2023, 21 (2) 191-194; DOI: <https://doi.org/10.1370/afm.2977>
3. Newton W, Magill M, Barr, W, Hoekzema G, Karuppiyah S and Stutzman K. Implementing Competency Based ABFM Board Eligibility. The Journal of the American Board of Family Medicine June 2023, jabfm.2023.230201R0; DOI: <https://doi.org/10.3122/jabfm.2023.230201R0>.