



Making good doctors by
assessment-for learning

*Hello,
Thankyou for
this invite!*

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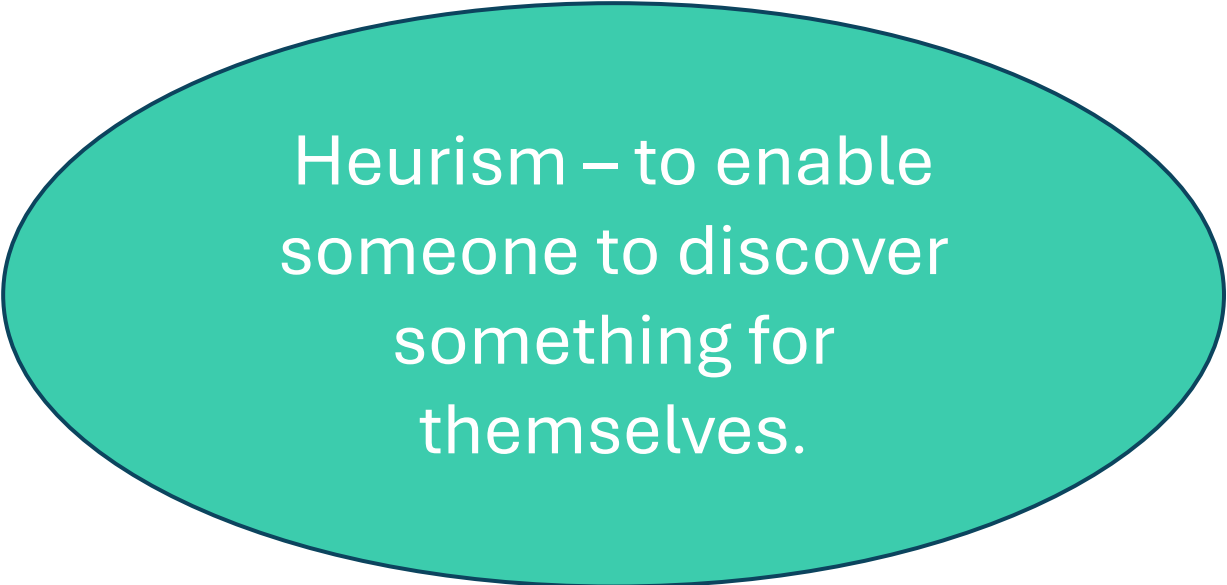
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Pedagogy

Andragogy

Heutagogy



Heurism – to enable
someone to discover
something for
themselves.

Learner agency

Self efficacy and capability

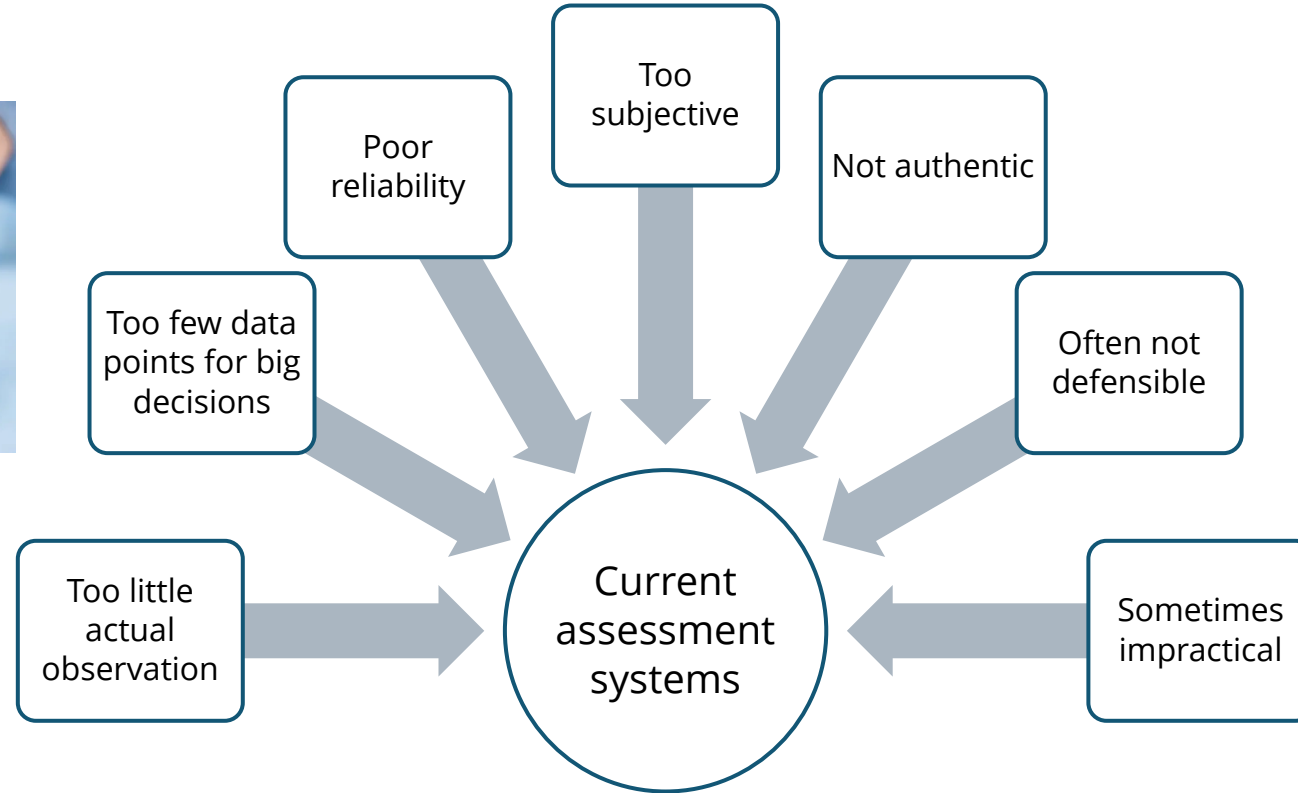
Meta-cognition and reflection

Non linear learning

Learning how to learn

Blaschke & Hase, 2015, 2019; McAuliffe et al, 2011

Tea Steeping model of Trainee Education





Transformational change in GP training 2018-2023

Guiding Principles – Programmatic Assessment^{1,2}

Key Aspects

Information richness

Meaningful triangulation of data

Weighting of exams

Transparent decision making

Diagnostic feedback.

Guiding Principles - what worked

Learner Centered Growth mindset learning³, feedback literacy⁴

Learning Environment Educational alliance⁵, user-tool-context interactions

Assessment Authentic, Clarity of expectations

Iterative
consultation and
design

EPAs

Software



Stepwise
implementation

Separation of
mentor/assessor
roles

WBA training embedded
in growth mindset and
feedback literacy training

6 concurrent workstreams

Name of advisory Committee	Function of that committee	2018				2019				2020				2021				2022				2023			
Feedback for Learning Design Advisory Team	Consultation, Policy development Early prototype testing																								
EPA Expert Focus Group	Delphi process to develop EPAs																								
Training Community Focus Group	Dashboard design for display of WBA data																								
Competency Committee Working Group	Set guidelines for process of trainee portfolio review																								
Assessment Working Group	Set standards of performance assessment through trainee portfolio review																								

Figure 1: Advisory committees, their function, and the periods over which the committees met.

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The ICGP EPAs

- EPA1 Manage the care of children with acute presentations
- EPA2 Manage the care of children with chronic conditions
- EPA3 Manage the health promotion and preventative health needs of children
- EPA4 Manage the mental health needs of children
- EPA5 Manage the care of adolescents (12-18) with acute presentations
- EPA6 Manage the care of adolescents (12-18) with chronic conditions
- EPA7 Manage the mental health needs of adolescents (12-18)
- EPA8 Manage the health promotion and preventative health needs of adolescents (12-18)
- EPA9 Manage the care of adults, including older persons, with acute presentations
- EPA10 Manage the care of adults, including older persons, with chronic conditions and complex multimorbidity
- EPA11 Manage the health promotion and preventative health needs of adults, including older persons
- EPA12 Manage the mental health needs of adults, including older persons
- EPA13 Advocate for patients
- EPA14 Manage a pregnancy
- EPA15 Care of the patient with life-limiting illness, palliative care and end-of-life care needs
- EPA16 Manage investigations
- EPA17 Manage the integration of evidence-based therapeutics into patient care and prescribe and manage medications
- EPA18 Manage the GP practice and available resources

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EPA feedback

Choose an EPA and entry tool: CBD, PIP-C, PIP-P

E.g. EPA 12 Manage the mental health needs of adults, including the elderly
- Brief description of case

Choose WONCA Domains

- Primary Care Management
- Person-centred care
- Specific Problem Solving Skills
- Comprehensive Approach
- Community Orientation
- Holistic Approach

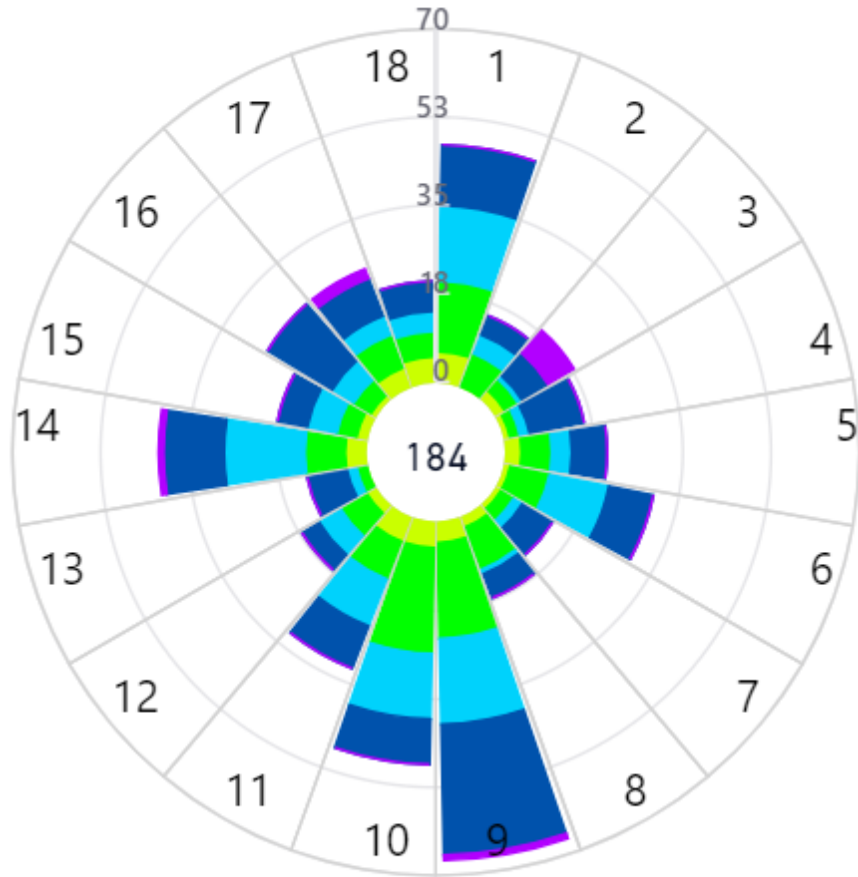
Choose a Supervision Level

- Close supervision
- Moderate supervision
- Low supervision
- Ready for independent practice
- Expert

Narrative Feedback

- Areas of strength
- Areas for development
- Action plan
- Timeframe for trainee to attend to action plan

- 01 Child Acute
- 02 Child Chronic
- 03 Child Hlth Pro
- 04 Child Psych
- 05 Adolescent Acute
- 06 Adolescent Chronic
- 07 Adolescent Psych
- 08 Adolescent Hlth Pro
- 09 Adult&Elderly Acute
- 10 Adult&Elderly Chronic
- 11 Adult&Elderly Hlth Pro
- 12 Adult&Elderly Psych
- 13 Patient Advocacy
- 14 Pregnancy
- 15 Palliative Care
- 16 Investigations
- 17 Therapeutics & Med's
- 18 Practice Management



Trainee dashboard

Each spoke is on of the 18 EPAs
 Each colour is a supervision level
 Live data from the start of the training year
 Can be interrogated to show any specified period
 Can be drilled down at any point on the chart to look at individual entries.

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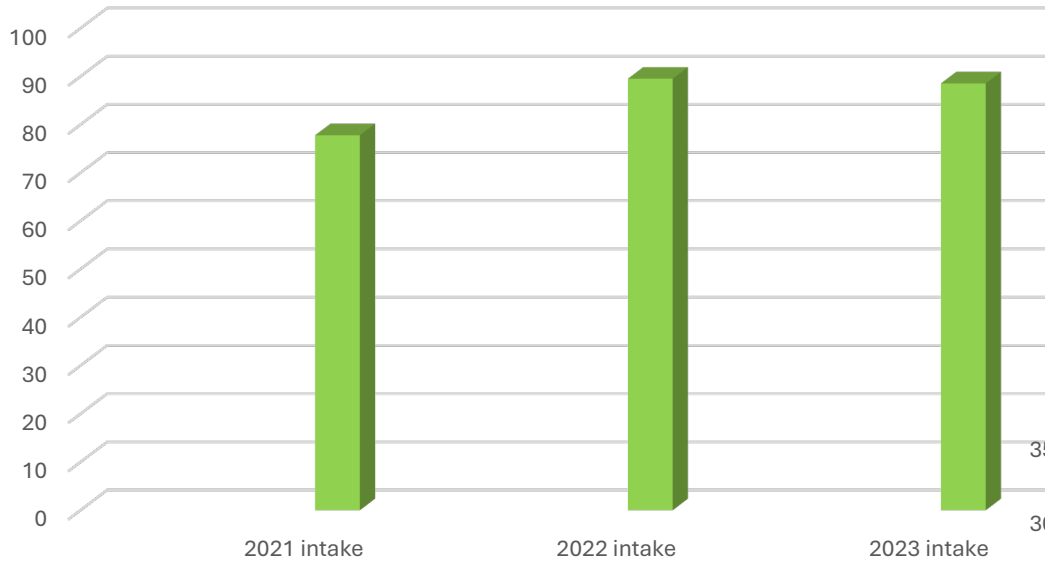
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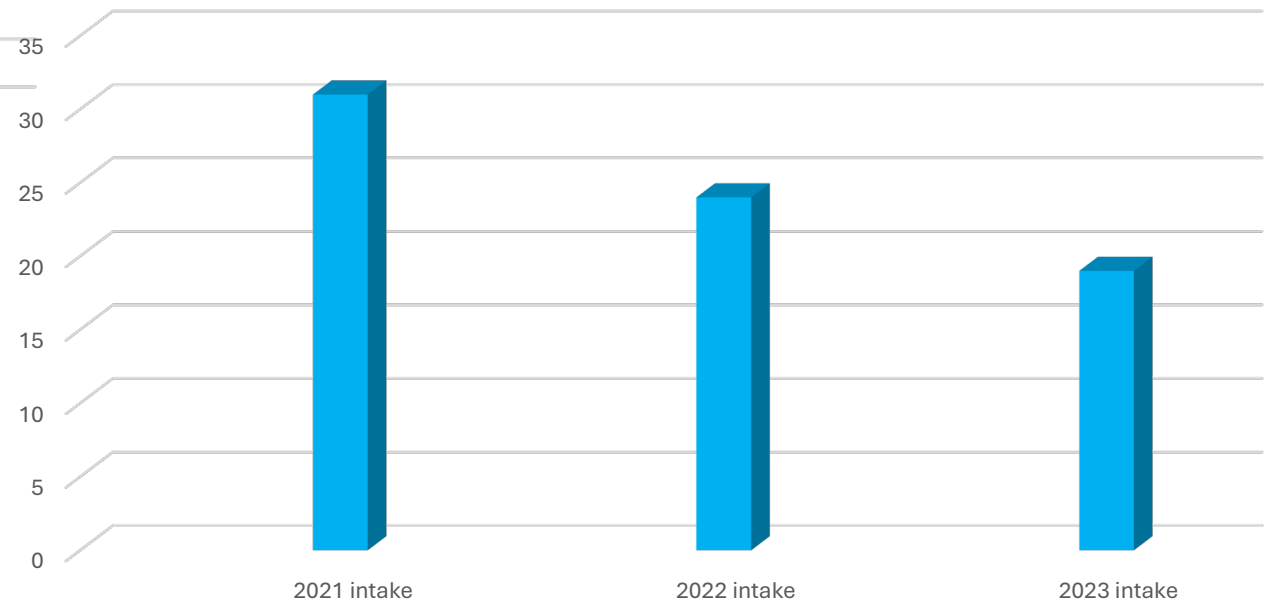


ICGP EPA activity by year cohort

percentage of trainees in each year cohort who have been active on ICGP EPA between 14.07.23 and 19.01.24



Average number of recorded observations from 14.07.23 until 19.01.24 per year group cohort



■ average no. entries academic year to date

Take home messages...

EPAs are part of a systematic approach to assessment-for-learning and support of learners

Flexibility, learner autonomy, rich data, IT

Comprehensive approach, qualitative and quantitative, validity and reliability of the system as a whole



References

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