



Competence Committee

With Competence by Design (CBD), we introduce the important concept of a competence committee.

- The competence committee synthesizes the data from many low-stakes observations for each trainee and makes recommendations related to promotion (or progress).
- A regular review of residents' progress facilitates a developmental approach, supporting resident learning over time.
- Competence committees also help identify residents who are not meeting their milestones and can help to arrange support and coaching for the resident.
- By shifting promotion discussions to the competence committee, interactions between individual residents and observers can focus on coaching feedback to help improve residents' performance (i.e. assessment for learning).