

## **Beyond Closed Doors: Maximising the educational impact of high stakes learner progression decisions by improving the individual and the institution**

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### **Abstract**

#### Background

Groups such as progression review committees or clinical competency committees are tasked with making high-stakes summative decisions in both undergraduate and postgraduate health professions education. Such committees are responsible for ensuring that learners have met the requirements to progress to the next stage of their training and that graduates of their programs are ready for appropriate levels of independent practice. In addition to making these decisions, such committees are also responsible for providing feedback and coaching to promote learning and growth among their learners, and at a systems level, for improving the quality of the education program. However, there are significant gaps in how feedback data are utilised to promote individual learner development and practice change while concurrently applied at a systems level for quality improvement of the educational program.

Why is the topic important for practice?

It is essential that faculty leaders receive training in sharing feedback from progression review committees with individual learners aiming for growth and ongoing development as well as quality improvement of the education program at a systems level while also using the data to diagnose any deficiencies within the training program so that required system-level changes can be implemented.

#### Workshop format

We will use a combination of educational strategies to maximise the interaction and engagement of participants in a virtual environment:

- Brainstorming
- Mini-didactic presentations
- Small group exercises
- Skills practice

- Role-play

Who should participate?

- Members of progression review committees in undergraduate or postgraduate health professions education
- Faculty responsible for coaching and remediation of learners
- Faculty leaders responsible for staff development

Level of workshop

Intermediate

Workshop outcomes

- Analyse key challenges and formulate potential solutions for learner remediation, and ensure that the educational system that maximally supports learner development
- Apply effective feedback and coaching principles and practice these skills in small group exercises using sample scenarios
- Apply best practices in systems design for quality improvement of the education program

Maximum number of participants

50

### **References (maximum three)**

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