

## Tips for completing the new pediatric ITERs

The new ITERs use developmental milestones that describe learner competencies and skills as they progress from novice (1) to expert (5). Descriptors have been provided for levels 1, 3 and 5 to serve as anchors.

As you complete the ITER, please choose the description that best describes the learner's current level. If a learner's competencies and skills fall between the descriptions for 1 and 3, then you would select 2. Similarly, if they fall between 3 and 5, then you would select 4.

In general, junior learners typically achieve levels that are closer to the novice description (1) and senior learners will progress to levels closer to the expert description (5). However, please note that any resident may be more developed in some areas (e.g. communication) and weaker in others (e.g. management) and so most residents will likely have different scores for different items in the ITER.

Also, please note that the numbers in a developmental ITER do not correspond to the previously-used below average to above average 5-point Likert scale.

## ABCDE's of Competency Based ITERs

Use **Anchors** to guide you

Does the learner fall in **Between**?

Is the learner **Competent** in the task?

Is the learner **Developing** appropriately?

Everyone is not an **Expert**