



The CanMeds Portfolio: A multipotential assessment and learning tool for residency education.

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An educational portfolio is a collection of evidence that records an individual's learning experiences and achievements across a range of competencies and time. Portfolios should offer a reflective and self-assessment component that will equip learners with life-long learning skills critical to ongoing physician development and the achievement of the Scholar and Professional CanMeds competencies in particular. Portfolios also provide a means for program directors to provide evidence of teaching and learning in the CanMeds competencies through methods other than ITERs, written examinations and logbooks, in compliance with the 2011 RCPSC standards of accreditation .

Methods: a paper-based portfolio was devised, containing tools for formative assessment and reflection for all key and enabling competencies of the 2005 CanMeds Framework (Figure 1). The non-Medical Expert competencies apply across all residency training programs thus rendering the elements of the portfolio applicable to a wide range and size of residency programs. Tools employed include a range of pre-existing tools as well as those designed exclusively for this portfolio (Selected tools identified across bottom of Figure 1). The portfolio was introduced in one small (n=2 residents) and one medium (n= 40) program. Although the portfolio includes a record of learning in the Medical Expert domain, examples here provided are limited to the non-Medical Expert competencies.

Accountability: residents are informed that it is their responsibility to maintain the portfolio. The portfolio is reviewed by the residency training committee every 6 months.

Challenges and Future Directions: the portfolio is not linked to forms of evaluation such as promotion and FITER completion. As such, resident compliance is variable, ranging from 25-75% completion. Strategies to improve completion rates include improved orientation to the portfolio emphasizing the importance of lifelong learning and maintenance of competence responsibilities of all RCPSC-certified physicians, and the implications for a successful academic career of a comprehensively completed academic dossier. All documents are now available electronically and on paper. This non-specific portfolio has potential to be adopted by a large number of residency programs across the country as a learning and formative assessment tool.

Figure 1: Portfolio components for selected CanMeds Competencies

Tool Type	Communicator	Collaborator	Scholar	Manager	Advocate	Professional
Assessment	<ul style="list-style-type: none"> •CanMeds TTT Communicator consult letter evaluation^a •Mini C-Ex communication skills 	<ul style="list-style-type: none"> • Team Assessment of Behaviour (TAB)^c Multi-Source Feedback • Team meeting health professional evaluation •Rounds health professional evaluation •TRACS tool for Crisis Resource Management^d 	<ul style="list-style-type: none"> •Record of peer-reviewed publications •Record of grants received •Record of Teaching and evaluations •Mandatory Group Learning Activities^h 	<ul style="list-style-type: none"> • Record of practice audits •Record of attendance on hospital committees •Record of quality improvement activities •Health professional evaluation of rounds 	<ul style="list-style-type: none"> • Completion and record of health advocacy project •Record of community partnerships/ involvement •Presentation of global health experiences 	<ul style="list-style-type: none"> • List all professional memberships • List nominations, awards and achievements • List development of standards for professional/clinical practice, policies and procedures • Personal letters supporting patient commitment
Reflective	<ul style="list-style-type: none"> • CanMeds TTT Communicator consult letter self-evaluation •Team meeting self-evaluation^g 	<ul style="list-style-type: none"> •CAPE Tool for interprofessional practice^e • Rounds self-evaluation^g 	<ul style="list-style-type: none"> • Rounds self-evaluation •Self appraisal of learning per rotation 	<ul style="list-style-type: none"> • Rounds self-evaluation •Personal Development Planⁱ •Self-appraisal^j 	<ul style="list-style-type: none"> •Rounds self-evaluation •Reflective practice tool^k 	<ul style="list-style-type: none"> •Personal development plan •Self-assessment toolⁱ •Reflective practice tool

Selected examples of tools used in the portfolio

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