



# Build



## Complete the CBD renovations of your program

(includes workshop 3)

### Team and resources

- Continue to work with your team** and support each other through the challenging parts of change.

### Structure

- Connect with your local network** (CBME lead, PG office) for any changes to policies, procedures and practices you anticipate your CBD implementation will require.
- Secure local resources for key needs** (faculty development, competence committee formation, assessment rollout, etc.).
- Finish mapping and planning your local curriculum** (i.e., rotations and training experiences) and choose observation tools for EPAs and training experiences. You may use and/or modify the four national observation templates and/or local tools.
- Finalize logistics** including scheduling and rotation changes. Work through planned changes, options and timing with your RPC, CBME lead and affected departments, divisions, programs and services to confirm directions for near-term and future stages as needed.
- Ensure that program-specific policies are consistent with CBD** (e.g., remediation, appeals, learner handover, promotion requirements, safety policy for any new rotations or sites).

### Capacity building

- Respond to faculty and resident input at CBD meetings** as implementation work continues.
- Monitor the field testing of workplace-based observations** to set reasonable targets, evaluate observation tools, assess what additional faculty and resident development is needed and problem solve how to include EPA observations in daily workflow.
- Mobilize a focused, strategic faculty and resident development program** that ensures a growth mindset where everyone is ready to include workplace-based observations, feedback and coaching into their day-to-day work, including training faculty and residents in using your local ePortfolio assessment system. If possible, engage a team of faculty and residents in this process.
- Determine how to use information from your competence committee deliberation to support resident performance planning and promotion decisions.**

