

ASSESSMENT: A PROGRAMMATIC APPROACH

What is programmatic assessment? ¹⁻³

- An educational approach where information about trainee performance is collected using a range of frequent but carefully-chosen assessment methods during the course of training.
- Each assessment aims to provide a snapshot of trainee progress and feedback for further improvement. Collectively, these snapshots span the breadth of the curriculum standards.
- Decisions about trainee progression and completion are made based on aggregated assessment data.
- Programmatic assessment is based on the assumption that no single assessment tool can capture all the complex capabilities that a physician needs to acquire.

What does programmatic assessment mean for me? ^{2, 4-5}



Trainees will

- undertake frequent, but meaningful, authentic, low-stakes assessments based on what they are expected to be, do and know.
- have their progress judged more on their day-to-day work.
- obtain continuous, targeted and structured feedback on areas for improvement.
- focus their training on improving core competencies.



Supervisors will

- have a better picture of trainee progress against clear standards.
- provide more direct, structured feedback using simple assessment tools.
- better identify trainees' needs and support their learning.
- maintain better continuity with their trainees.



Training committees will

- make more robust judgements around trainees' progression based on more evidence that is aligned to the outcomes of the program.
- better link learning and assessment with expected program and practice-level outcomes.
- enable the development of physicians who are better prepared for work in evolving healthcare teams and environments.

References

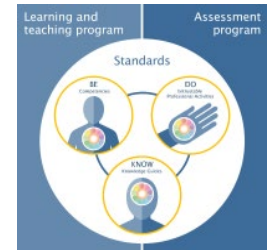
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2. Van der Vleuten CPM, Schuwirth LWT, Driessen EW, et al. Twelve Tips for programmatic assessment. *Med Teach*. 2015, 37(7):641-646
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How does programmatic assessment work? ³⁻⁵

Standards

The program of assessment is carefully designed and blueprinted to curriculum standards:

1. what it means to **be** a good physician (*assessment of professional behaviours*)
2. tasks physicians are entrusted to **do** (*assessments of core tasks/day-to-day work*)
3. what a competent physician should **know** (*assessment of knowledge*)



Learning

- Assessment is optimised for learning. The purpose of each individual assessment is to provide guidance and feedback for reflection and improvement of practice.
- A deliberate mix of assessments provides meaningful information to trainees, supervisors and committees around depth and breadth of skills, knowledge, and behaviours, and readiness to transition to independent practice.



Data collection and aggregation

- Data from the assessments are collected longitudinally throughout the program and mapped to learning goals.
- Data are meaningfully aggregated to generate an overall picture of trainee performance and achievement across the breadth of the curriculum standards.



Progression

- Important decisions around trainee progression are based on evidence: data aggregated from multiple data points.
- Progression and completion decisions are more robust, transparent and defensible compared with traditional assessment system that relies on fewer, high-stakes assessments.



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