Tips on Being a Coach

Role
- Non-evaluative – does not assess as a supervisor would
- Supportive, encouraging, facilitative of improved clinical performance

Goal
- To help a resident become a proficient self-directed learner

Tasks and Responsibilities
- Encourage residents to be proactive in seeking out direct observation by staff/residents and receiving feedback via assessment tools
- Review resident assessments (e.g. EPAs, ITERs/ITARs, OSCEs, exam results)
- Review resident EPAs via the Elentra dashboard (https://meded.utoronto.ca)
- Facilitate the resident in reflecting on these results and identifying current learning needs
- Facilitate the resident in developing learning plans to address these needs
- Identify areas in which the resident is not receiving adequate direct observation and feedback and encourage them to seek this out
- Sit on the competence subcommittee to decide about progression of OTHER residents in the same cohort.
- On the competence subcommittee, act as an advocate for your coachee (speak to any issues about which you are aware that are not evident in the written documentation). You will not be reviewing your coachees’ files or deciding on their progression.

Schedule of Tasks
- Meet with resident approximately once every 2 months for about 30 minutes. Suggested frequency below:
  - July/August – initial 1 hour meeting
  - October – pre-Competence Committee reviews (30mins)
  - December – post-Competence Committee (30mins)
  - February – 2 month check-in (30mins)
  - April – pre-Competence Committee reviews (30mins)
  - June – post-Competence Committee (30mins)
- Additional meetings can occur PRN
- File review of other residents biyearly (late October, late April)
- Competence subcommittee bi-yearly (November, May)
Additional Roles
• Although not required, it is expected that some residents might develop a mentorship relationship with their coaches. If this occurs, the coach is certainly allowed to fulfill this broader role, supporting the resident about their career planning, wellness, etc.

Resources
The following are links to the departmental website.
Competence by Design - https://www.psychiatry.utoronto.ca/competence-design
Anatomy of the Psychiatry Competence Subcommittee (PCS) Report.
https://www.psychiatry.utoronto.ca/anatomy-psychiatry-competence-subcommittee-report
- This provides an overview of the PCS reports residents receive after each Competence Committee review. Please note that each edition of the report may look slightly different as we continue to develop the report.

EPAs - https://www.psychiatry.utoronto.ca/entrustable-professional-activities-epas
- You can find everything about EPAs here:
  o How EPAs are assessed
  o EPA Observations and Achievement
    ▪ Current PGY2-4s in the CBD stream are listed as “Pilot Stream”
    ▪ Current PGY1s are listed as “2020 Entry”
  o Information on how we are transitioning UofT EPAs to Royal College equivalents
  o the Royal College EPAs
  o our locally developed EPA Maps and Rotation Cards