



Friday February 21, 2025
Kenneth C. Rowe Management Building
6100 University Ave,
Halifax, Nova Scotia
PGME PA/PD Education Day

"Advancing Excellence in Assessment: Strategies for CBME, Feedback, and Continuous Improvement in Medical Education"

At the conclusion of this education day, participants will be able to:

- Enhance Competency and Assessment Practices
- Apply effective strategies in competency-based assessment, feedback, and evaluation to support learner development and program quality.
- Promote a culture of wellness, inclusivity, and collaboration within educational settings to optimize learning and professional growth.

8:00 AM	PA/PD 1028	Welcome and Overview – Dr. Babar Haroon
8:05- 9:45		Opening Plenary Session (Joint for PAs & PDs) Speaker: Dr. Farhan Bhanji (McGill University) Topic: Competency-Based Medical Education and Continuous Quality Improvement <i>At the end of the session participants will be able to:</i> <ul style="list-style-type: none"> • Analyze principles of competency-based medical education for program improvement. • Apply CQI strategies to support resident performance and program quality. <i>Q&A/Discussion: 20 minutes</i>
9:45- 10:00	Atrium	Break
10:00- 11:30		AM Concurrent Workshops Each session includes 20 minutes of Q&A
	1011	Optimizing Feedback Loops in Competency-Based Medical Education: Enhancing Resident Performance through CQI Principles- Dr. Farhan Bhanji <i>At the conclusion of this assessment, participants will be able to:</i> <ul style="list-style-type: none"> • Implement CQI-based feedback loops to support resident development. • Integrate real-time feedback to enhance competency assessments.
	1020	AI Technology for PA's Best Practices in Data Management and Reporting- Mr. Abdullah Al Mukaddim Artificial Intelligence Analyst <i>At the conclusion of this session, participants will be able to:</i> <ul style="list-style-type: none"> • Recognize how AI can be used to streamline data management, automate routine tasks, and improve reporting accuracy in their roles. • Assess the potential advantages and limitations of implementing AI, data privacy, accuracy, and alignment with institutional policies.
	1016	Navigating Unplanned Feedback: Strategies for Providing Constructive Feedback- Dr. Ian Epstein & Dr. Janice Chisholm <i>At the conclusion of this session, participants will be able to:</i> <ul style="list-style-type: none"> • apply structured feedback models to deliver constructive, unplanned feedback effectively, ensuring clarity and respect in challenging situations. • approach feedback conversations with confidence and professionalism, particularly when providing unsolicited input to colleagues and supervisors and learners.
11:30- 12:15	Atrium	Lunch
12:15- 1:30		PM Concurrent Workshops Each session includes 20 minutes of Q&A
	1014	Strategies for Managing Toxic Personalities in the Workplace- Ms. Laura Neals and Ms. Courtney Dillman Dalhousie HR <i>At the conclusion of this session, participants will be able to:</i> <ul style="list-style-type: none"> • Identify and utilize organizational policies to address and manage toxic behaviors, ensuring alignment with HR guidelines and fostering a safer, more respectful work environment. • Develop and implement policy-driven strategies that set clear expectations for professional behavior, reinforcing accountability and minimizing the impact of disruptive personalities. • Advocate for policy updates or enhancements that support a healthy workplace culture, using evidence-based approaches to create lasting change and promote psychological safety among team members.
	1020	Program Cycle Essentials: A Yearly Guide for Residency Management –PA Ms. Melissa MacLeod and Ms. Karley Gilbert & PD Dr. Heather Curtis <i>At the conclusion of this session, participants will be able to:</i> <ul style="list-style-type: none"> • Outline critical milestones in the residency program cycle, including recruitment, evaluations, and accreditation requirements. • Develop an annual timeline to effectively manage program activities, resources, and responsibilities. • Implement best practices for monitoring progress and adapting to program needs throughout the academic year.
	1009	Fostering Compassionate Professionalism: Practical Ways to Show Grace and Support in Medical Education- Ms. Lorie Campbell NSHA <i>Session Goals:</i> <ul style="list-style-type: none"> • Employ communication techniques for navigating high-stress situations with empathy and respect. • Analyze approaches for addressing microaggressions, misunderstandings, and conflicts.
1:30- 1:40	Room Change	10-minute break then second set of PM Concurrent Workshops- Each session includes 15 minutes of Q&A

1:40-2:45	1020	White Fragility -Dr. Gaynor Watson-Creed and Dr. Ajay Parasram At the conclusion of this activity, participants will be able to: <ul style="list-style-type: none"> • Recognize White Fragility in Clinical and Educational Settings • Develop Skills to Address White Fragility in Medical Contexts • Promote Culturally Inclusive Practices in Patient Care and Medical Education
1:40-2:45	1014	Pressure to Pass-Ms. Isabelle French BHK, LLB, LLM Senior Legal Counsel and Dr. David Bowes At the conclusion of this session, participants will be able to: <ul style="list-style-type: none"> • Discuss how the "pressure to pass" culture can undermine competency-based medical education and patient safety. • Explore the potential legal consequences of passing underperforming residents, including liability issues and accreditation risks. • Examine real-world cases highlighting the impact of inadequate assessment on patient care and professional accountability.
1:40-2:45	1016	Using AI to generate MCQ's Dr. Natalie Lutwick At the conclusion of this session, participants will be able to: <ul style="list-style-type: none"> • Utilize AI tools to design multiple-choice questions that accurately assess clinical knowledge and critical thinking skills. • Apply best practices in AI-generated question design to ensure the reliability and validity of assessments. • Integrate AI-generated MCQs into curricula as a means to enhance adaptive learning and competency-based assessments.
2:50-3:30	PA/PD 1028	Tales from the Trenches: Solutions to Problems in Program Management- Case-based interactive discussion: 20 minutes Dr. Andrea Lantz Powers, Dr. Lori Connors, Dr. Heather Rigby and Dr. Stephanie Woodroffe
3:30 PM	PA/PD 1028	Closing Remarks and Evaluation - Dr. Babar Haroon (Evaluation QR Code) 

Credit Hour Statement: This activity meets the certification criteria of the College of Family Physicians of Canada and has been certified by Dalhousie University Continuing Professional Development and Medical Education for up to 6.25 Mainpro+® Certified Activity credits.

This activity is an Accredited Group Learning Activity (Section 1) as defined by the Maintenance of Certification Program of the Royal College of Physicians and Surgeons of Canada, and approved by Dalhousie University Continuing Professional Development and Medical Education. You may claim a maximum of 6.25 hours (credits are automatically calculated).

Through an agreement between the Royal College of Physicians and Surgeons of Canada and the American Medical Association, physicians may convert Royal College MOC credits to AMA PRA Category 1 Credits™.

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Approval Statement: Educationally approved by Dalhousie University Continuing Professional Development and Medical Education.



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