

# Pediatric Residency Program

## Monthly Newsletter



May 2021



### 7 EPA TIPS

EPA observations can lead to powerful conversations and resident learning, but data also shows that the introduction of EPAs can add stress to a resident's learning environment.

Here are 7 EPA tips that can help you identify and relieve potential resident stressors during training:

1. **Prompt residents** to identify an EPA to focus on during clinical work—don't wait for them to come to you and ask.
2. **Provide feedback** at the time of the patient encounter and record the EPA observation in a timely manner. Don't let too much time go by in case you forget, making the details less useful to the resident.
3. **Share responsibility** for triggering EPA observations with the resident. Make a goal, perhaps two EPAs per week or one per day—whatever works for you. Grade yourself on whether you are meeting your goal.
4. **Record EPA observations** even when you had to provide significant prompting or redirection to the resident. Don't wait until the resident has "got it". Keeping track of these early experiences will show the program that the resident is progressing over time with a broad range of clinical activities.
5. **Identify three to five key EPAs** you encounter on a regular basis. We have mapped EPAs to each rotation and will meet with each group to review them. Get to know the main features of each so you know when they are most pertinent to the patients you are seeing with your residents. You will be more comfortable giving feedback when you know the focus of the EPA, and it may help you identify when to trigger the documentation of an EPA observation.
6. **Encourage a growth mindset** and an openness to feedback to combat the pressure residents sometimes feel to achieve "perfection-from-the-start". Remind residents that it takes time to develop their stage-specific competencies and your observations are intended to help them track their progress over time.
7. **Share your feedback with the program director** if an EPA requires refinement. The program director can and should bring this feedback forward to the specialty committees, who will collect recommendations over time. It could take 12 to 16 months for EPA changes to be approved and implemented.

Adapted from RCPSC, read the full article [here](#)

Countdown to  
CBD Launch



1.5

MONTHS

Meetings with education leads are currently being organized to review the EPAs mapped to each rotation. Keep an eye open for emails regarding this.

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