



Accountability in Postgraduate Medical Education

By Glen Bandiera, Director, postgraduate Medical Education

It is an exciting time to be involved in medical education. St. Michael's Hospital has a long tradition of excellence in medical education. This reputation has transcended many changes in the education system, yet in the current age of increased accountability for education, is no longer an adequate indicator of how well we are doing as a teaching hospital. Society, accrediting bodies such as the Royal College of Physicians and Surgeons of Canada and the Canadian College of Family Physicians, and perhaps most of all our students expect education institutions to prove that they deliver a quality product. Many changes have occurred relatively recently in medical education and St. Michael's Hospital strives to be at the forefront of such change and residency education is a great example of this.

On the accountability side, the recent postgraduate accreditation clearly demonstrated that the standards of accreditation are rising. Programs are expected to demonstrate clear curricula in all seven specialty CanMEDS roles and Four Principles of Family Practice. They must also demonstrate a solid resident assessment program covering each of these specific roles. Residents can now speak with their feet as many programs offer multiple options for training sites. The patient safety imperative has driven much change in quality of care and this has direct implications for how (and what) residents are taught. Finally, societal accountability has led to an increased emphasis on community-based practice, which means that academic teaching hospitals are no longer the only business in town when it comes to resident education.

So how does St. Michael's Hospital fare under all of this scrutiny? The numbers speak for themselves. In the two POWER reports released by the postgraduate medical education office at the University of Toronto, 80% of St. Michael's Hospital rotations scored at or above the city-wide mean. We remain the most popular choice of training site for large programs such as medicine and family medicine and the FitzGerald Academy remains the undergraduate site of choice for medical students (many of whom later become SMH residents). Finally, the narrative comments from residents' evaluations of their rotation clearly demonstrate that many of the concerns stem from physical plant limitations such as space and the overwhelming majority of positive comments relate to excellent teachers, dedicated health professionals, and the educational environment.

How has the hospital kept up the quality? Gone are the days when medical teaching was an individual responsibility of staff physicians. Education is now considered a core business of the hospital for which the Board of Directors demands accountability. In the past 10 years, St. Michael's Hospital has seen the creation of the positions of Vice-President – Education and Director of Postgraduate Medical Education. New initiatives including the establishment of the Centre For Faculty Development (the only hospital-based University-Hospital collaborative initiative to improve faculty teaching and career development anywhere), Education Achievement Day (A Hospital-Wide awards ceremony for medical teachers) and two new committees for resident education (CORE – the Council Of Residents for Education, PGMEC – Postgraduate Medical Education Committee) have helped to increase the quality and profile of education. Finally, with construction of the **Li Ka Shing Knowledge Institute** well underway, the future of St. Michael's

reputation for excellence and innovation in education seems secure, but only if we continue to be vigilant for changing trends and pay attention to resident opinion and other quality indicators. Comments, questions, ideas and thoughts on how we can improve, therefore, are always welcome and can be delivered to

bandierag@smh.toronto.on.ca or abankwabh@smh.toronto.on.ca.



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ST. MICHAEL'S HOSPITAL
A teaching hospital affiliated with the University of Toronto

Medical Education Welcomes Bryan Abankwah



Bryan joined the Medical Education Department in October of 2007. If he looks familiar, Bryan has been a proud employee of St. Michael's Hospital for the past seven years!

While working part-time at the Second Cup, Bryan attended George Brown College where he graduated with honours from their three year Computer Systems Technician program specializing in network administration. After graduation, Bryan volunteered in the Data Centre here at St. Michael's Hospital. In 2005 Bryan accepted an administration position within the Patient Registration Department assisting the Manager and overseeing many special projects.

Bryan is extremely excited to join the Medical Education team - he is dedicated to upholding and representing the hospital's corporate culture, missions and values. He is a resourceful project champion who has a strong focus on providing exemplary customer service while interacting with all levels of hospital staff; university departments and other external partners and facilities.

Bryan is thrilled to be the central point of contact for all Postgraduate matters and is very eager to work with the hospital's Residents, Clinical & Research Fellows and other Staff as we continue to deliver excellence in education.

He can be reached via email at abankwahb@smh.toronto.on.ca or extension 2767.

DID YOU KNOW?

Accreditation of residency programs in Canada is University-Based regardless of the fact that most of the clinical teaching occurs in teaching hospitals. In the United States, for example, most residency programs are hospital-based and accredited individually. As part of the University of Toronto residency education enterprise, St. Michael's Hospital hosts residents from 40 different specialties (There are approximately 70 total recognized specialties, many of which are pediatrics). Recent years have seen a great increase in the collaboration between teaching sites and the University with the advent of the Hospital University Education Committee (HUEC), the creation of the TAHSN (Toronto Academic Health Sciences Network), and multiple sources of comparative data (the new annual POWER report on residency education). Toronto is a unique education environment because of this structure with over 1800 postgraduate learners in the system annually from around the world!

Questions and suggestions about postgraduate education at SMH are always welcome. They can be directed to Dr. Bandiera at ext. 6948 or Angella Chambers, Education Coordinator, Clinical Education at Ext. 5475.

The Centre for Faculty Development (CFD) wishes to welcome Lori Shanahan



As interim manager while Amy Dionne is on maternity leave. Lori transitioned from the Leadership and Staff Development Department in mid-October where she has been a consultant for the past four years. With over twenty years of experience in the field of organizational development, Lori is presently completing her Masters of Arts in Leadership at Royal Roads University.

At the CFD, Lori is responsible for overseeing all the operational functions including the ongoing implementation of the Centre's strategic plan and the fostering and maintaining of the CFD's many professional relationships. Lori is looking forward to some exciting events in 2008. The first event is the CFD's 5th Birthday celebration on January 21st. The Centre is also accepting applications for the class of 2008-2010's Education Scholars Program (ESP) and the new Membership program. All this is in addition to the new lineup of winter and spring workshops! To find out more about the CFD workshops and educational activities, please visit <http://www.cfd.med.utoronto.ca>. If you wish to contact Lori directly please email her at shanahanl@smh.toronto.on.ca or call 416-864-5961.

Awards from the Department of Physical Therapy, University of Toronto

J. Schleifer Taylor, Director, Health Disciplines Practice & Education

The following PT staff received Recognition Awards from the Department of Physical Therapy, University of Toronto on October 4th, 2007. These awards were given to those that provided an extraordinary educational experience or positively impacted physical therapy students while in the academic or clinical environment in the 2006-2007 academic year (remembering that the graduating PT class goes through into the fall of 2007). The clinicians were nominated by students, clinicians and/or faculty.

Small Group Facilitators

Caroline Jones, Gina Peixoto, Joanna Parkes, Sandra Yue

Clinical Instructors

Bev Bulmer, David Hadley, Ellen Newbold, Gina Peixoto, Joanna Stanley Julie Hard, Lesley Jackson, Raymond Kao, Sharon Peacock

Research Advisors

Pat Fox and the whole St. Michael's Hospital Physiotherapy Team was recognized for their outstanding contributions to physical therapy students.

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