

Developing Faculty Competencies in Assessment

*A Course to Help Achieve the Goals
of Competency Based Medical Education (CBME)*

Wednesday, September 16 – Saturday, September 19, 2026

University of Virginia, Education Resource Center, Charlottesville, Virginia

PROGRAM OVERVIEW

This course directly addresses one of the most pressing challenges in graduate medical education (GME): equipping faculty with the skills needed to design and implement meaningful assessment systems that foster longitudinal development, individualized learning, and early identification of struggling learners. Course participation by UVA GME leaders will strengthen our faculty development infrastructure, support high-quality assessment and coaching, and position UVA as a model institution for CBME implementation. As the program matures, it will expand to include GME leaders from regional institutions, extending UVA's educational excellence and positioning the program as a destination for medical education in the Commonwealth of Virginia and beyond. There are over 29 ACGME Faculty Development Hubs across the U. S. and internationally, but no institution in the Commonwealth of Virginia currently offers such a program.

DESIRED OUTCOMES

At the conclusion of this activity, learners will be able to:

1. Apply principles of competency-based medical education to their residency and fellowship programs.
2. Develop learner-centered goals and objectives for a competency-based residency and fellowship program.
3. Guide residents and fellows in assessing their own performance
4. Engage in regular direct observation, and teach direct observation skills, to assess the performance of residents and fellows in their programs.
5. Provide, and teach faculty to provide, effective feedback to residents and fellows.
6. Adopt the widespread use of individualized learning plans in their residency and fellowship programs.
7. Create remediation plans for residents and fellows who are not performing as expected with emphasis on the role of coaching.

TARGET AUDIENCE

Physicians & Graduate Medical Educators of any specialty

SPEAKERS AND PLANNING COMMITTEE

Course Director:
Karen Warburton, MD

Associate Course Director:
Linda Waggoner-Fountain, MD

Teaching Faculty
Jessica Dreicer, MD
Katherine Fedder, MD
John Gazewood, MD
Alex Millard, MD
Andrew Parsons, MD
Kathryn Xixis, MD

Course Agenda

Wednesday, September 16, 2026	
Time	Topic
1:00-1:30	Welcome – Introductions Program Goals and Agenda
1:30-3:00	Setting the Stage: Introduction to CBME Systems of Assessment
3:00-3:15	BREAK - SNACKS
3:15-4:15	Speaking the Same Language: Milestones, Competencies, EPAs
4:15-5:15	Identifying Your Strengths: Medical Educator Competencies
5:15-5:30	Large Group Debrief
5:30-6:30	Break
6:30-8:30	Welcome Dinner

Thursday, September 17, 2026	
Time	Topic
7:30-8:00	Continental Breakfast
8:00-9:00	What Does a Good Assessment Look Like?
9:00-10:00	Master Adapter Learner
10:00-10:15	BREAK - COFFEE
10:15- 12:45	Assess Your Assessment System! What's in Your Tool Box? What do you need?
12:45-1:45	LUNCH BREAK
1:45- 3:45	Direct Observation
3:45-4:00	BREAK - SNACKS
4:00-5:30	Providing Effective Feedback
5:30-5:45	Large Group Debrief and prep for tomorrow

Friday, September 18, 2026	
Time	Topic
7:00-7:55	Continental Breakfast and Orientation
7:55-12:15	Direct Observation: SPs and Standardized Residents Get Feedback on Your Feedback
12:15-1:00	LUNCH BREAK
1:00 – 4:00	Resident Remediation

Saturday, September 19, 2026	
Time	Topic
7:30-8:00	Continental Breakfast
8:00-8:15	Reflect on Direct Observation Session
8:15-9:45	Individualized Learning Plans (ILPs)
9:45-10:00	BREAK
10:00-11:00	Effecting Change: Putting Your Action Plans into Action
11:00-12:00	Troika Consults in Small Groups
12:00-12:15	Large Group Debrief
	Take Aways
12:15-1:15	Lunch

ACCREDITATION AND DESIGNATION STATEMENT

In support of improving patient care, UVAHealth Continuing Education is jointly accredited by



the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

Physicians

UVAHealth Continuing Education designates this live activity for a maximum of **24.0 AMA PRA Category 1 Credits™**. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Hours of Participation

UVAHealth Continuing Education awards **24.0** hours of participation (consistent with the designated number of *AMA PRA Category 1 Credit(s)™* or ANCC contact hours) to a participant who successfully completes this educational activity. UVA Health Continuing Education maintains a record of participation for six (6) years.

Registration

Participation in this program is limited to UVA faculty members.

UVA Physicians\$825

Registration

<https://uva.cloud-cme.com/GMEAssessment>

UVA Employees- Use your educational benefits to get reimbursed!

<https://hr.virginia.edu/career-development/education-benefits-0>



CONTACT INFO

Amy Harris, MBA, Program Manager

Amy.Harris@virginia.edu