“If applied inappropriately, [competency-based assessment] can result in demotivation, a focus on minimum acceptable standards, increased administrative burden, and a reduction the educational content.”

- Leung W. BMJ 2002

...at work, at home, in politics, and in love, we find ways around conversation, tempted by the possibilities of a text or an email in which we don’t have to look, listen, or reveal ourselves.

- Sherry Turkle

- An evaluation form is not a grading framework! Assessment programs require resources to “diagnose the learner”
- Reclaiming conversation requires: Time, Space, Sustained attention, Collaboration, Solitude & Self-reflection, Appreciation of differences, Regularity
- If you have face-to-face evaluation sessions, faculty will...
  o Tell you what they would not write down (completeness)
  o Be more likely to use your framework (fairness)
    ▪ Frame-of-reference training, “Shared mental model”
  o Better predict learners’ later performance (sensitivity)

Using RIME (one of many grading frameworks)

- Ambulatory teachers who come to evaluation sessions use RIME more
- More likely to have comments match grade recommendation

Hemann PA, et al. JGIM. 2015;30:1313-18

Use of face-to-face evaluation sessions (=Medicine-blue) predicts internship problems better than all other clerkship specialties combined