

# Faster ITARs, Better Outcomes: Shaping tomorrow's family doctors

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# PRESENTER DISCLOSURE

Presenter: Sasha Sealy

Relationships with financial sponsors:

 Any direct financial relationships, including receipt of honoraria:

None

 Membership on advisory boards or speakers' bureaus:

None

 Patents for drugs or devices:

None

 Other:

None



# PRESENTER DISCLOSURE

**Presenter: Keith Wilson**

## **Relationships with financial sponsors:**

 **Any direct financial relationships, including receipt of honoraria:**

Honorarium from Sketchy Inc.

 **Membership on advisory boards or speakers' bureaus:**

None

 **Patents for drugs or devices:**

None

 **Other:**

None



# DISCLOSURE OF FINANCIAL SUPPORT



**This program has received financial support from [organization name] in the form of [describe support here – e.g. an educational grant]**



**This program has received in-kind support from [organization name] in the form of [describe support here – e.g. logistical support]**



**Potential for conflict(s) of interest:**

**[Speaker name] has received [payment/funding, etc.] from [organization supporting this program AND/OR organization whose product(s) are being discussed in this program]**

**[Supporting organization name] [developed/licenses/distributes/benefits from the sale of, etc.] a product that will be discussed in this program**


# Objectives

**At the conclusion of this session, participants will be able to:**

- Recognize key barriers and facilitators to providing timely ITAR feedback for residents.
- Apply principles of Backwards Design and Quality Improvement to enhance feedback timeliness and effectiveness.
- Develop practical strategies to address feedback delays within their own programs.



Timely Feedback



# Barriers and Facilitators to Timely Feedback

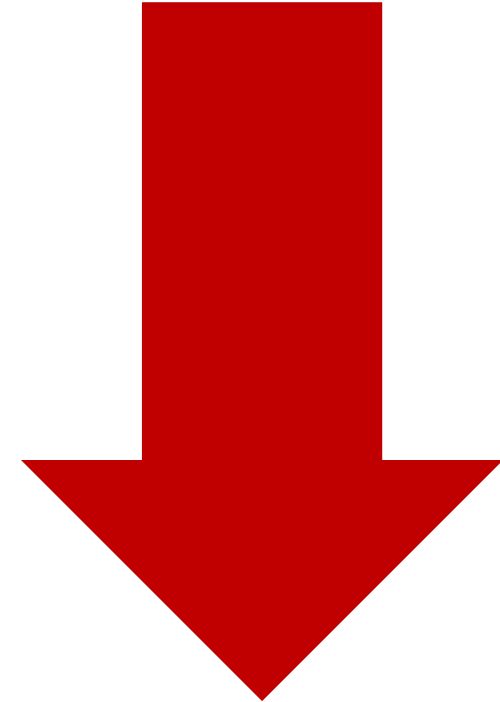
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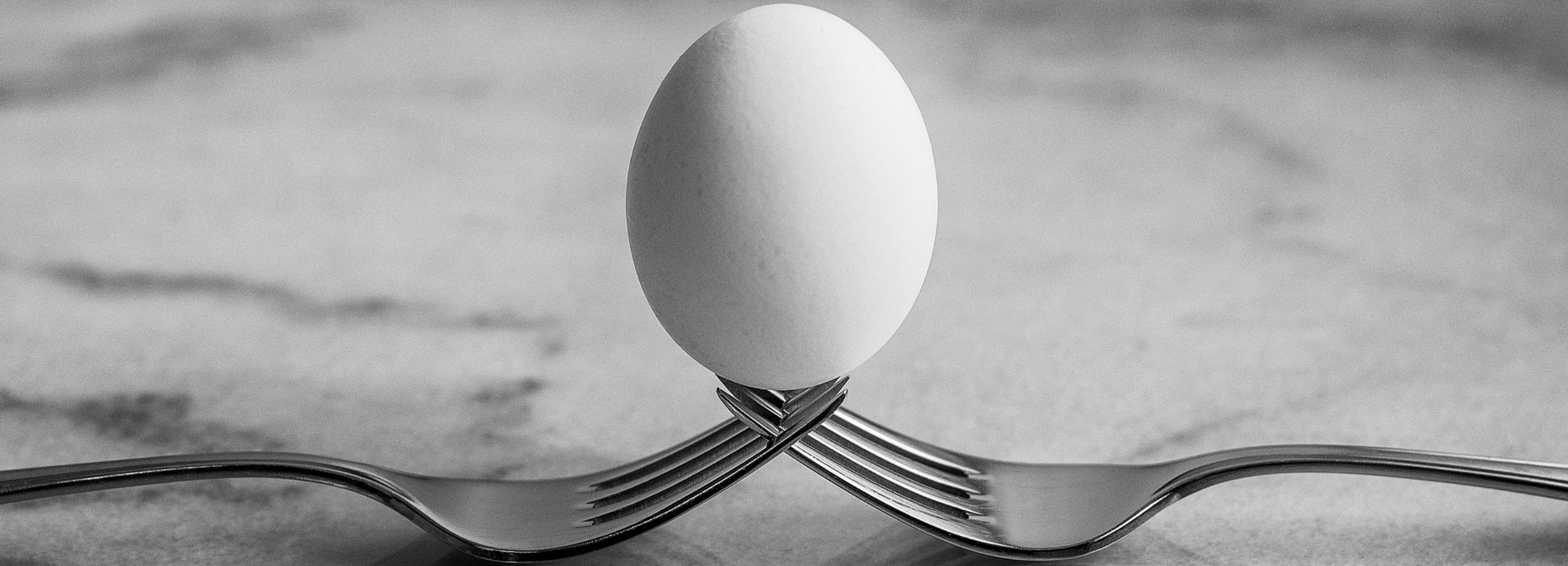
# Importance of Timely Feedback

> 10 days

Motivation



# Balancing Learner Motivation



Feedback Content > Educator Quality > Timeliness

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“I’ve seen that people tend to just do coaching quite naturally, verbally, whereas I think it takes quite a bit of effort to make your written feedback sound like coaching.” (P9)

Lin, Watling, Ginsburg (2023)



# Quality Improvement



# QI Project



## **PLAN**

Objective: to improve the timeliness of ITAR completion

## **What was the goal?**

ITARs completed within 14 to 28 days from end of rotation

## **Prediction**

Bringing awareness to ITAR completion delays and their consequences will improve outcomes

# QI Project

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## DO

- 2022-2025
- Annual ITAR completion reports to services
- Block based programs, core rotations (pilot)



### ITAR Completion Report

In Training Assessment Reports (ITARs) are required for every Family Medicine Resident to capture their performance and provide feedback on their clinical learning experience while on your service. This is important for the resident's growth and learning as well as a requirement for program completion.

In an effort to improve the timeliness of ITAR completion Dalhousie Family Medicine has generated a report for each core clinical learning experience illustrating the average time to ITAR completion from the 2022-2023 academic year compared with the previous year. This report shows the average number of days from the time the resident completes the rotation to the time the ITAR is completed.

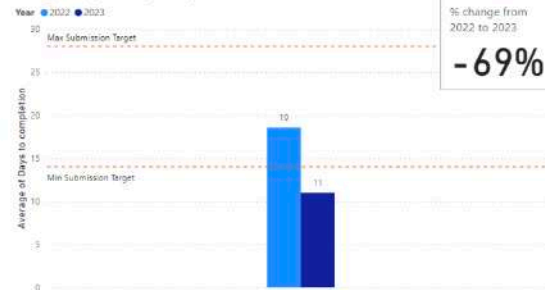
Total Average Number of Days to Completion Compared with Expected Threshold of Submission



Number of Days to Complete ITARs

Day Ranges	2022		2023		Total	
	Days	Average Days	Days	Average Days	Days	Average Days
15-30	2	19			2	19
30-60	4	38			4	38
less than 15	6	6	1	11	7	7
<b>Total</b>	<b>12</b>	<b>19</b>	<b>1</b>	<b>11</b>	<b>13</b>	<b>18</b>

Average of Days to completion by Year



#### Why is this important?

- ITARs provide valuable feedback to learners on their strengths and areas for improvement
- Residents require timely feedback in order to implement changes for future success
- ITARs showing areas of concern are reviewed by the program to help determine if an Informal or Formal Enhanced Learning Plan is required to help the learner achieve the competencies of the program
- ITARs are an important part of the Periodic Review and the Competence Committee decisions for resident promotion
- Residents cannot complete their training until all ITARs are submitted. This can have implications on their ability to start work after residency

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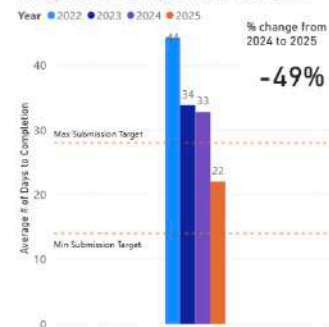
Average Number of Days for ITAR Completion in 2025



Days to Complete ITARs

Day Ranges	2022	2023	2024	2025	Total
< 15	2	3	4	2	11
15-29	2	5	8	15	15
30-59	2	3	5	3	13
60-89		1	1	2	2
90+	1	1		2	2
<b>Total</b>	<b>7</b>	<b>13</b>	<b>10</b>	<b>13</b>	<b>43</b>

Average Number of Days to Completion by Year



#### Why is this important?

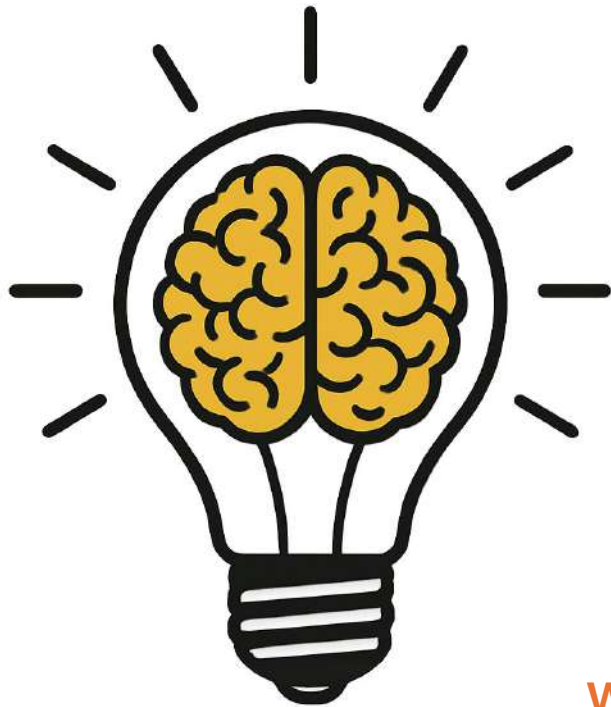
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#### How can we help?

If Dalhousie Family Medicine can be of any assistance to you or your department, please reach out to us through the QR code to the right or e-mail directly to [Sasha.Sealy@dal.ca](mailto:Sasha.Sealy@dal.ca).



# Backward Design



Learning Goals and Objectives

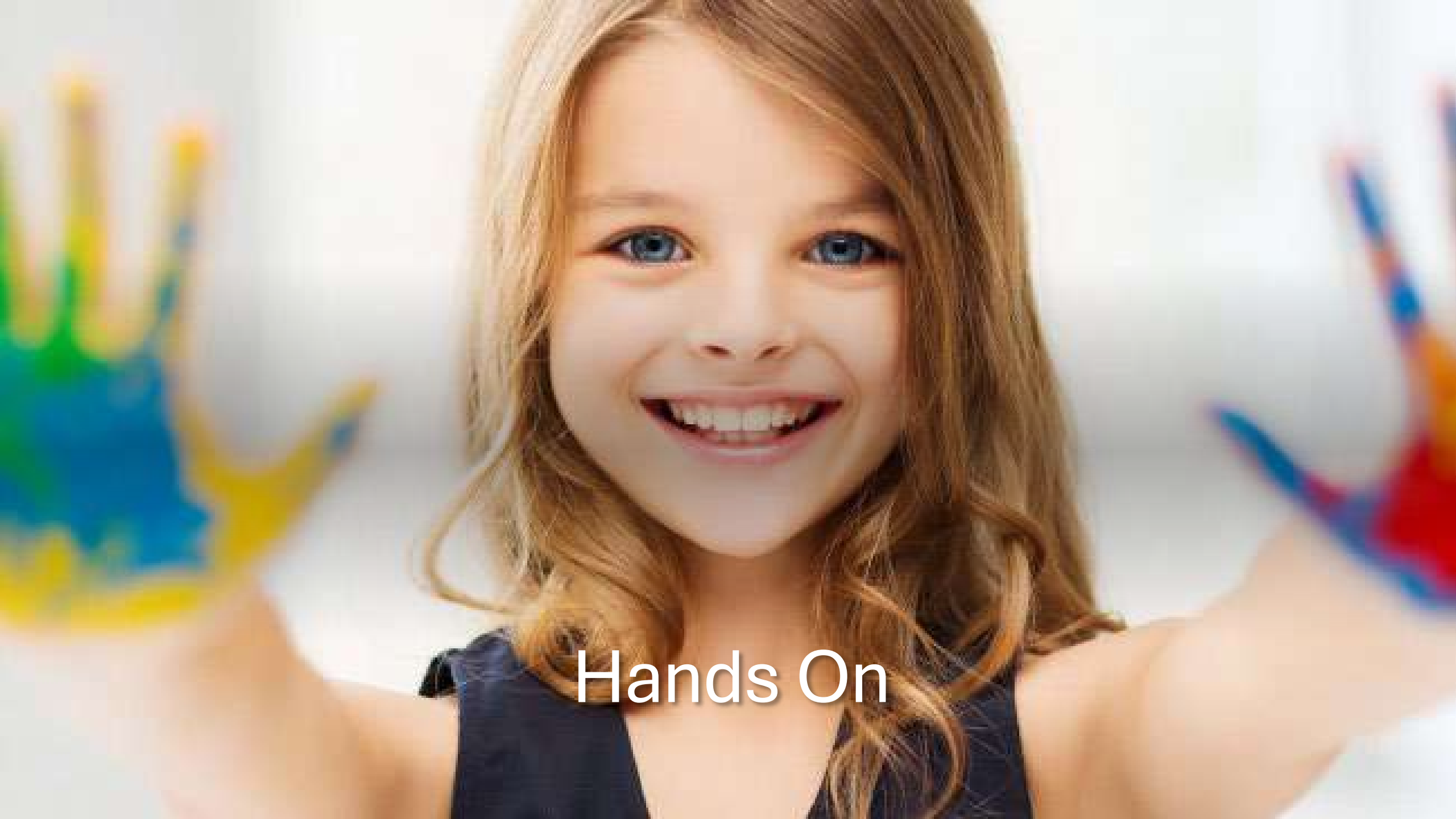
**What do you want learners to learn?**

Assessment Strategies

**How will you determine what learners have learned?**

**What content and activities will support the learning goals and objectives?**

Instructional Materials and Learning Activities



Hands On

# Task

1. Residents complain that they are not acquiring Field Notes at the end of the day
2. Your admin notices that residents are not submitting assessment pieces in time for the periodic review
3. The competence committee does not have enough information to make decisions on promotion
4. Your programme is interested in your residents having exemplary leadership skills by the end of residency
5. Choose your own adventure



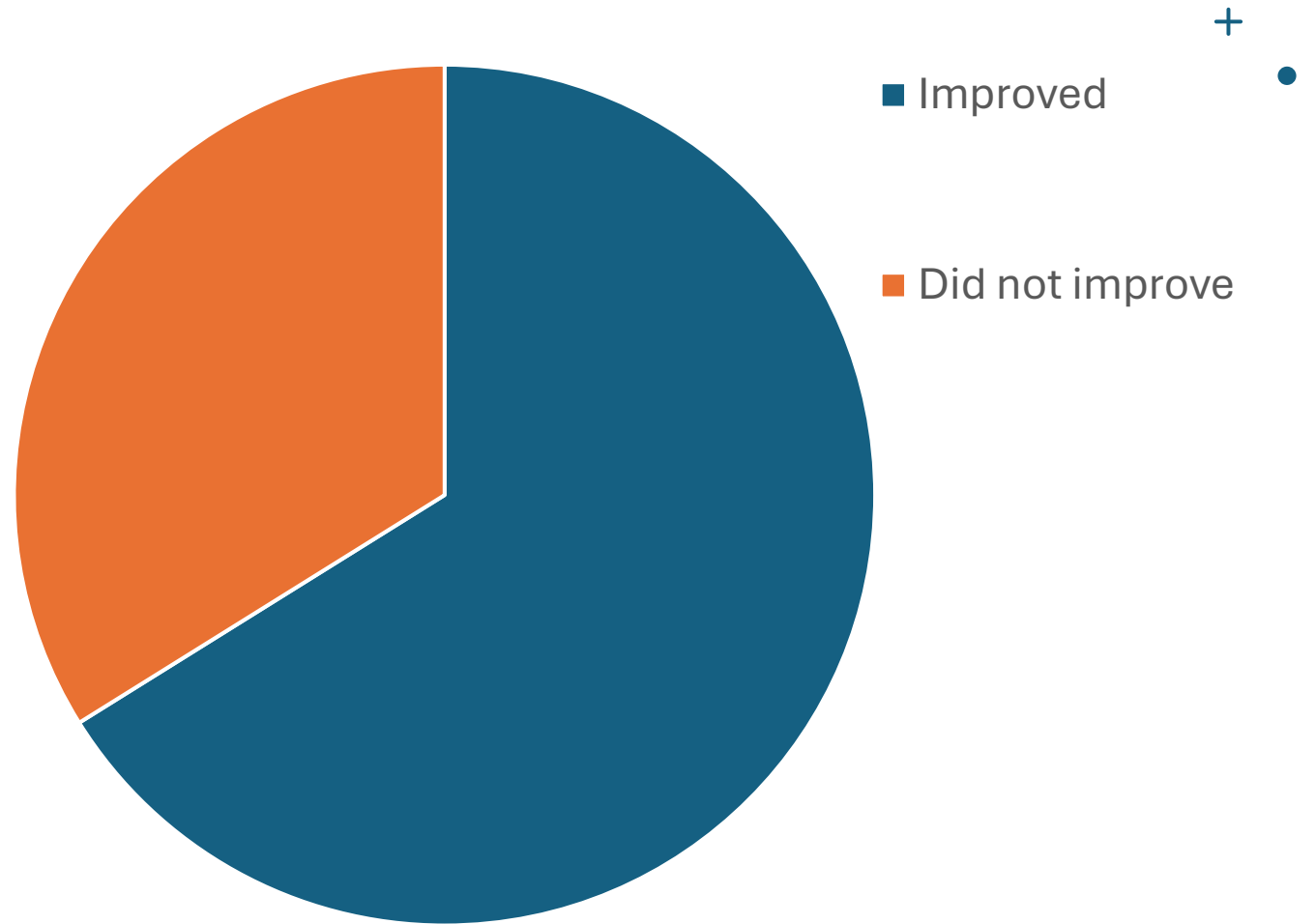
Use Backward Design to plan how your programme will implement an 'intervention'

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# Back to QI

## STUDY

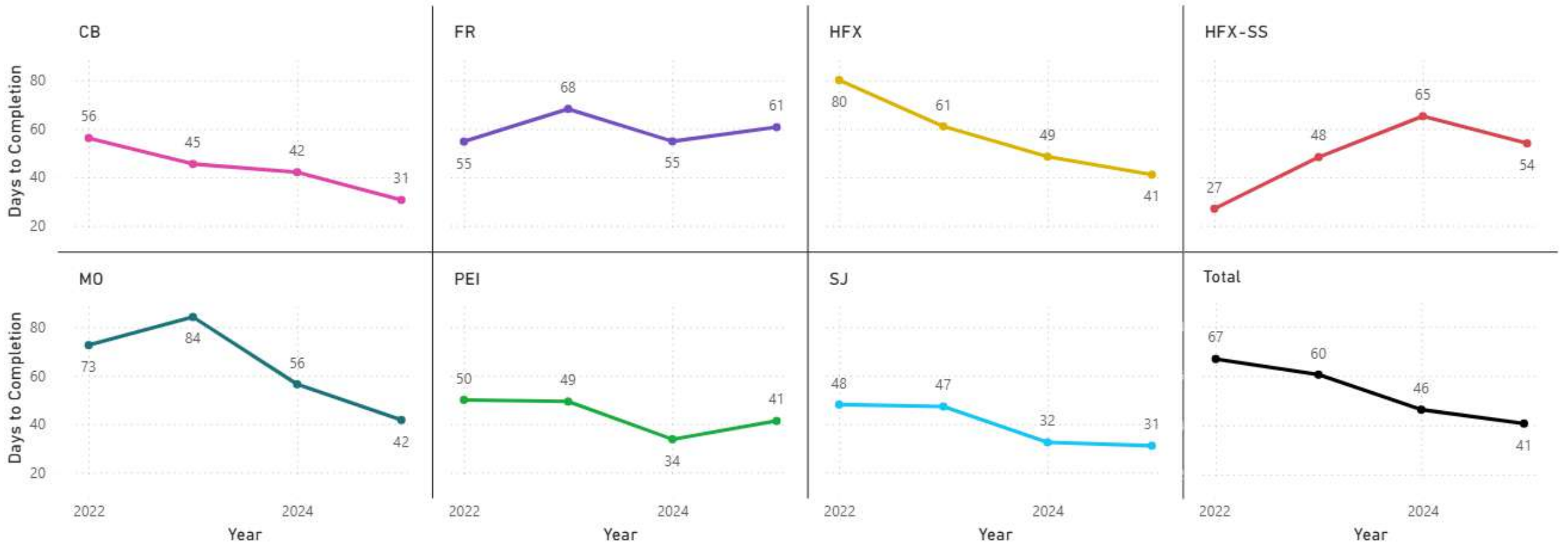
- 124 services included
  - 82 improved days to ITAR completion
  - 42 did not improve



# Our results – by Site

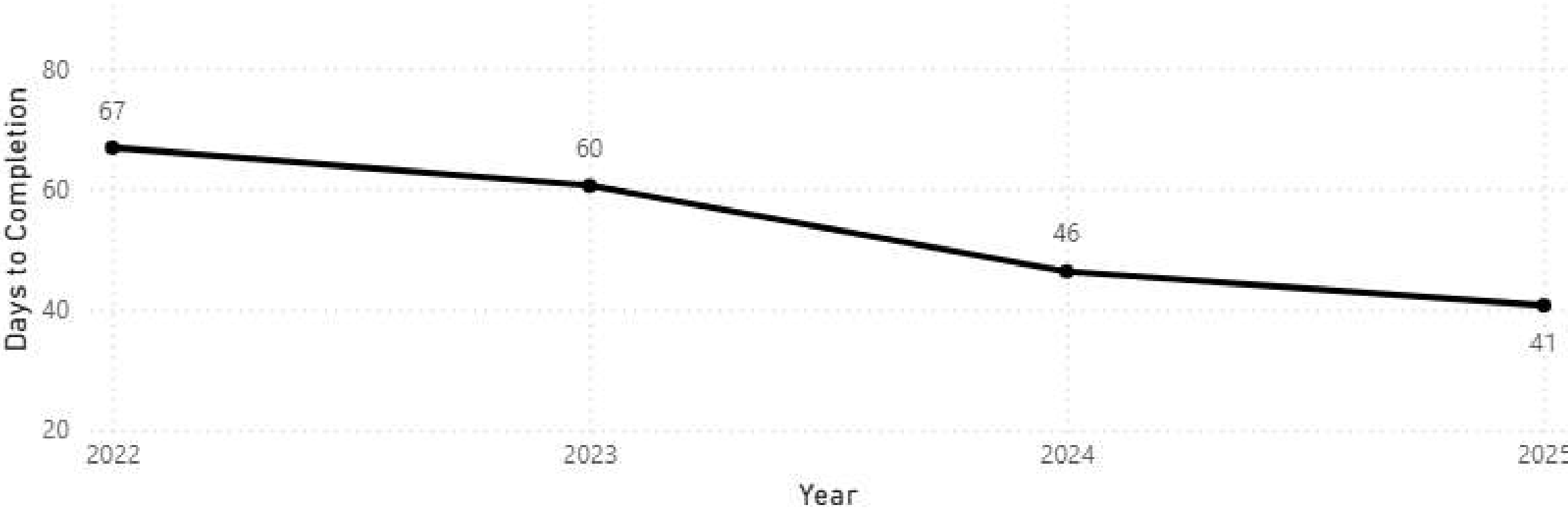
Average Number of Days to ITAR Completion by Teaching Site

Site ● CB ● FR ● HFX ● HFX-SS ● MO ● PEI ● SJ



# Our results – Program wide

Program-Wide Average Number of Days to ITAR Completion





Next Steps

# ACT

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Inform sites of low performers



Faculty development



Repeat the cycle



Expand to longitudinal sites





THANK YOU :)

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[kwwilson@dal.ca](mailto:kwwilson@dal.ca)

# References

- Darren Paul Fisher, Gaelle Brotto, Iris Lim & Colette Southam (2025) The Impact of Timely Formative Feedback on University Student Motivation, Assessment & Evaluation in Higher Education, 50:4, 622-631
- Lip A, Watling CJ, Ginsburg S. What does “Timely” Mean to Residents? Challenging Feedback Assumptions in Postgraduate Education. Perspectives on Medical Education. 2023; 12(1): 218–227.
- Zehra, T., Tariq, M., Motiwala, A., Ali, S. K., Boulet, J. (2015). Challenges of providing timely feedback to Residents: Faculty perspectives. Journal of Pakistan Medical Association, 65(10), 1069-1074.

# THANK YOU!

## PLEASE FILL OUT YOUR SESSION EVALUATION



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