Assessors

Pink Group

How do we select assessors ?

- Call for EOI
- (Culture change for expectation of participation)
- Make attending training a requirement - use as initial screen (if they don't turn up and attend the whole session will they be reliable as assessors)
- Have core group of leaders / advocates nominate and encourage individuals
- Have first group of assessors identify the second 'phase' of assessors including
- Actively recruit graduates of the WBA program

How do we retain assessors?

- Have large enough pool of assessor for it not to be onerous for individuals
- Make assessment / supervision a 'habit' and an expectation
- CME/CPD points
- Mentoring new assessors with experienced assessor
- Closing feedback loops

How do we train assessors ?

- Open a dialogue with other training providers using same tools
- Develop common set of educational materials for induction sessions
- Specify minimum length and content of initial training sessions for example to cover the structure of the program, giving feedback, benchmarking against standardised candidates
- On line learning materials to re-enforce
- Peer observation (from outside ?) of at least one assessment
- Re-calibration
- Mentoring/pairing with experienced assessors

How can the AMC support programs ?

- Standardisation - process, standards, instruments
- Accreditation
- Development of new programs - should AMC mandated to provide or 'sub-contract' program development at new centres on cost recovery basis ?
- Host a 'society for IMG WBA group'
- Produce AMC publication for candidates on WBA

What feedback are we/should we get from assessors

- Formal feedback surveys
- Discussion at calibration workshops
- Informal from specific issues
- Closing loop
- (peer review)