2018-11-04: Criterion-referenced for Norm-based Examinations

Links shared during the chat:

- http://journals.lww.com/academicmedicine/Abstract/publishahead/Criterion_Based_Assessment_in_a_Norm_Based_World__.98102.aspx
- https://www.slideshare.net/pokray/criterionreferenced-assessment
- http://www.tandfonline.com/doi/full/10.1080/02602938.2015.1022136?scroll=top&needAccess=true&

MedEd Chat @mededchat9 hours ago
Welcome to the Medical Education chat (US) I am your moderator for the next hour, @alliance4clined #meded

---

MedEd Chat @mededchat9 hours ago
The topic & questions will be announced in a moment…for now, please introduce yourselves #meded

---

MedEd Chat @mededchat8 hours ago
If you are tuning in to the #meded chat, remember to use the #meded hashtag and try to answer with the Topic numbers (T1, T2, T3)

Gary Beck Dallaghan @glbdallaghan8 hours ago
@MedEdChat Gary here in frozen Omaha #meded

MedEd Chat @mededchat8 hours ago
We will assume that all of your tweets are your own during this hour unless otherwise stated #meded

---

Renee @02amor8 hours ago
Hi #meded. It's been a while. Renee from Philly, trying to get back after the New Year

---

Alliance4ClinEd @alliance4clined8 hours ago
T1: What's preferred....criterion-referenced or norm-based exams for #meded? https://t.co/D5E638Oj2c

---

MedEd Chat @mededchat8 hours ago
Topic 1: What is preferred for #medstudents vs. educators? Criterion-based exams or Norm-based exams? Why? #MedEd

---

MedEd Chat @mededchat8 hours ago
@02amor Welcome! #meded

Gary Beck Dallaghan @glbdallaghan 8 hours ago
T1 It depends on the purpose of the exam. Nice resource explaining both... https://t.co/gPeQrzKqDN #meded https://t.co/7PlyTARu9i

Alliance4ClinEd @alliance4clined 8 hours ago
RT @GLBDallaghan: T1 It depends on the purpose of the exam. Nice resource explaining both... https://t.co/gPeQrzKqDN #meded https://t.co/7P…

Alice Fornari @afornari 18 hours ago
@MedEdChat @02amor #MedEd same for me awhile too-

MedEd Chat @mededchat 8 hours ago
@AFornari1 @02amor #meded Nice to see you @AFornari1

Renee @02amor 8 hours ago
T1 #meded Thisis a good topic. As someone whose whole personal educational experience was conditioned to grades, the shift to longitudinal milestones to eval others is sometimes hard for me

Gary Beck Dallaghan @glbdallaghan 8 hours ago
@MedEdChat T1 #meded I would think #medstudents would prefer criterion-referenced exams so they aren't compared to a group. Would be interesting to hear their take.

Alice Fornari @afornari 18 hours ago
@GLBDallaghan #MedEd i believe criterion based exams for assessment are more aligned wiht learnign intent and desired outcomes
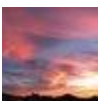
MedEd Chat @mededchat 8 hours ago
@02amor T1 #meded Were your exams normed or did you get graded based on individual performance?

Alliance4ClinEd @alliance4clined 8 hours ago
@AFornari1 @GLBDallaghan T1 #meded Why then do we continue to rely so much on nationally standardized exams like #USMLE if desired outcomes arise from criterion-referenced exams?

Paul Haidet @myheroistrane 8 hours ago
I agree with @AFornari1; criterion based tests are more compatible with current #meded competency and EPA-based curricula IF ... the bar is set high and challenging.

Renee @02amor 8 hours ago
@MedEdChat T1 #meded a but of both. Some were straight grades with objective MCQ tests or iral exams, some based on population

Gary Beck Dallaghan @glbdallaghan8 hours ago
@myheroistrane @AFornari1 T1 #meded How high of a bar do you set? What if the exams are poorly written?

Paul Haidet @myheroistrane8 hours ago
I have no idea. #MakeUSMLEPassFail #meded https://t.co/I3QA3gAm8m

Gary Beck Dallaghan @glbdallaghan8 hours ago
@myheroistrane T1 #meded AMEN! #MakeUSMLEPassFail

MedEd Chat @mededchat8 hours ago
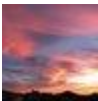RT @myheroistrane: I have no idea. #MakeUSMLEPassFail #meded https://t.co/I3QA3gAm8m

Renee @02amor8 hours ago
T1 #meded steps/comlex are still defended by people who evaluate stufents coming from a wide array of schools, both usmd, usdo, and international. It gives a common, if flawed, touchstone https://t.co/hpVSw7sFqS

Alliance4ClinEd @alliance4clined8 hours ago
@02amor T1 #meded That's true, but if they would report the outcome in as per guidelines for norm-based exams (Pass/Fail) it wouldn't be such an issue. Right? #MakeUSMLEPassFail

Paul Haidet @myheroistrane8 hours ago
High enough to promote patient safety, reduce diagnostic errors, and restore public trust in the profession. A tall order, but also an important one. #meded needs to get this right. https://t.co/th5VtnwgeA

Gary Beck Dallaghan @glbdallaghan8 hours ago
@myheroistrane T1 #meded What's your opinion on setting a bar, but being flexible if for whatever reason the exam performance is lower than anticipated? Do you feel that's lowering standards? Or bad exam writing?

Robert Hopkins @aradultimmdoc8 hours ago
RT @myheroistrane: High enough to promote patient safety, reduce diagnostic errors, and restore public trust in the profession. A tall orde…

Robert Hopkins @aradultimmdoc8 hours ago
RT @myheroistrane: High enough to promote patient safety, reduce diagnostic errors, and restore public trust in the profession. A tall orde…

MedEd Chat @mededchat 8 hours ago
Topic 2: If we truly want #CBME, criterion-based exams are preferred. What challenges would arise for #medstudents and #medschools doing this? #meded

Renee @02amor 8 hours ago
@Alliance4ClinEd #meded I'm not opposed to that, personally. Some people are horrible test takers, fine drs. Others horrible drs, great test takers. But I know people who feel they need those numbers

Alliance4ClinEd @alliance4clined 8 hours ago
T2 #meded Criterion-referenced exams are better for #CBME. What are the challenges/opportunities in doing this?

Gary Beck Dallaghan @glbdallaghan 8 hours ago
@MedEdChat T2 #meded This is what I've been hinting at.....what if your faculty are not good at writing exam items? How can you be sure your exams then meet that bar? @myheroistrane

Alliance4ClinEd @alliance4clined 8 hours ago
@02amor T1 #meded Program directors are challenged by how to gauge candidates without the almighty score.

Renee @02amor 8 hours ago
T2 #meded competency based eval is much more labor intensive, and very few of us are really trained to do it well (myself included)

Stephanie Starr @stephrstarr 8 hours ago
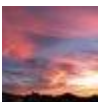#MedEd https://t.co/o3aBarwLNR

Gary Beck Dallaghan @glbdallaghan 8 hours ago
#meded How do you ensure these assessments are being completed appropriately? Do you do a lot of #facdev? https://t.co/pVvtPy2sNd

Alliance4ClinEd @alliance4clined 8 hours ago
@02amor T2 #meded What kind of training would help? Do you think honest evaluations are difficult to give #medstudents?

Paul Haidet @myheroistrane 8 hours ago
Could be either; this is why we need #meded research: to start connecting the dots between our assessments and patient outcomes. Organizations like #SDRME can help in this regard. https://t.co/ZOSv8OJnBb

Renee @02amor 8 hours ago
#meded good question. Direct mentoring, maybe co-eval of some students/trainees for new faculty? But again, time intensive https://t.co/A1RKFuNoBl

Gary Beck Dallaghan @glbdallaghan 8 hours ago
@myheroistrane T1 #meded And #SDRME could partner with @Alliance4ClinEd to undertake some interesting #meded research

Alliance4ClinEd @alliance4clined 8 hours ago
RT @GLBDallaghan: @myheroistrane T1 #meded And #SDRME could partner with @Alliance4ClinEd to undertake some interesting #meded research

Alliance4ClinEd @alliance4clined 8 hours ago
RT @02amor: #meded good question. Direct mentoring, maybe co-eval of some students/trainees for new faculty? But again, time intensive http…
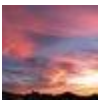
Stephanie Starr @stephrstarr 8 hours ago
@GLBDallaghan I think everyone in #MedEd is challenged to do enough direct obs. We have several SP OSCE stations for HSS-related skills (shared decision-making, HVCC care)

Alliance4ClinEd @alliance4clined 8 hours ago
@StephRStarr @GLBDallaghan T2 #meded The OSCEs are great, but still an artificial experience. How can the direct obs happen more often in our RVU world so #medstudents are assessed in authentic patient encounters?

Paul Haidet @myheroistrane 8 hours ago
What if the educationo-industrial complex (that was on full display at #AAMC17) were to be oriented toward helping schools make robust assessments rather than gaming the existing test? #meded #MakeUSMLEPassFail https://t.co/otZHOYlTWO

Gary Beck Dallaghan @glbdallaghan 8 hours ago
@myheroistrane #meded Mic drop!

MedEd Chat @mededchat 8 hours ago
RT @Alliance4ClinEd: @StephRStarr @GLBDallaghan T2 #meded The OSCEs are great, but still an artificial experience. How can the direct obs h…

Gary Beck Dallaghan @glbdallaghan 8 hours ago
@myheroistrane T2 #meded There's also the choice of balancing the two types of exams since they have different purposes. https://t.co/HgdHUyE1T6

Stephanie Starr @stephrstarr 8 hours ago
@Alliance4ClinEd @GLBDallaghan Great question! Working collaboratively across schools to develop good tools and faculty development #MedEd interventions

MedEd Chat @mededchat 8 hours ago
RT @GLBDallaghan: @myheroistrane T2 #meded There's also the choice of balancing the two types of exams since they have different purposes.…

MedEd Chat @mededchat 8 hours ago
Topic 3: External forces are blamed for the reliance on norm-based exams. How can #medschools include other #assessments without them being used as another screening tool for residency? #meded

Alliance4ClinEd @alliance4clined 8 hours ago
RT @StephRStarr: @Alliance4ClinEd @GLBDallaghan Great question! Working collaboratively across schools to develop good tools and faculty de…

Gary Beck Dallaghan @glbdallaghan 8 hours ago
T3 #meded It's been argued that if #USMLE is pass/fail that program directors will find another arbitrary metric to rate #medstudents. Is this an uphill battle to incorporate other forms of assessment?

Stephanie Starr @stephrstarr 8 hours ago
T3: Or - can we change the UME to GME transition & culture to acknowledge those that have 'met the bar' and provide rich data re unique student strengths? #MedEd https://t.co/XglJanbocB
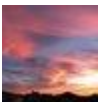
Alliance4ClinEd @alliance4clined 8 hours ago
@GLBDallaghan T3 #meded It seems as though the proliferation of the core EPAs may be an option. Should these be reported before or after the Match?

Alliance4ClinEd @alliance4clined 8 hours ago
RT @StephRStarr: T3: Or - can we change the UME to GME transition & culture to acknowledge those that have 'met the bar' and provide rich…

Paul Haidet @myheroistrane 8 hours ago
Here's a heretical thought: what if residencies did their own assessment? Then they could focus on abilities if importance to them, and it might keep the numbers of applicants more manageable. #meded https://t.co/dzq8tgiAlU

Gary Beck Dallaghan @glbdallaghan 8 hours ago
@StephRStarr T3 #meded @JaniceEducation and her crew have been using more #qualitative data for assessments. Is that a route to take? That is labor intensive.

Paul Haidet @myheroistrane 8 hours ago
RT @StephRStarr: T3: Or - can we change the UME to GME transition & culture to acknowledge those that have 'met the bar' and provide rich…

Alliance4ClinEd @alliance4clined 8 hours ago
T3 #meded That's a brilliant idea. Instead of a day of interviews have more skill based exercises to assess readiness for residency! Programs could then customize to their needs and not an arbitrary standard. https://t.co/ByL7V4qukW

Renee @02amor 8 hours ago
T3 #meded human tendency is to sort and rank. Then there's the actual Rank Order List to fully enumerate this!

MedEd Chat @mededchat 8 hours ago
RT @myheroistrane: Here's a heretical thought: what if residencies did their own assessment? Then they could focus on abilities if importan…

Alliance4ClinEd @alliance4clined 8 hours ago
@myheroistrane T3 #meded How could this possibly happen? It would require quite a culture shift.

Paul Haidet @myheroistrane 8 hours ago
What it will take is some brave residency to do the work, find a creative way to offset the cost, and ignore the urge to have 1000 applicants for 5 slots. #mededhttps://t.co/osS4waVTl7

Stephanie Starr @stephrstarr 8 hours ago
@GLBDallaghan @JaniceEducation Certainly attractive as ideal state, but how do we disseminate to scale in a way that matches resource limitations? I know @JaniceEducation and colleagues will have great insights on this . . . #MedEd

Melanie Lybarger @melanielybarger 8 hours ago
RT @myheroistrane: Here's a heretical thought: what if residencies did their own assessment? Then they could focus on abilities if importan…

Rachel Lewin @mededunicorn 8 hours ago
@GLBDallaghan @StephRStarr @JaniceEducation It is labor intensive, but you get richer data. I don't think the answer is 100% one or the other, but probably some strategic qual work to support the quant info #meded

Alliance4ClinEd @alliance4clined 8 hours ago
RT @myheroistrane: What it will take is some brave residency to do the work, find a creative way to offset the cost, and ignore the urge to…

Melanie Lybarger @melanielybarger 8 hours ago
RT @StephRStarr: T3: Or - can we change the UME to GME transition & culture to acknowledge those that have 'met the bar' and provide rich…

Rachel Lewin @mededunicorn 8 hours ago
RT @myheroistrane: Here's a heretical thought: what if residencies did their own assessment? Then they could focus on abilities if importan…

MedEd Chat @mededchat 8 hours ago
RT @MedEdUnicorn: @GLBDallaghan @StephRStarr @JaniceEducation It is labor intensive, but you get richer data. I don't think the answer is 1…

Rachel Lewin @mededunicorn 8 hours ago
RT @myheroistrane: What if the educationo-industrial complex (that was on full display at #AAMC17) were to be oriented toward helping schoo…

Rachel Lewin @mededunicorn 8 hours ago
@myheroistrane This would be amazing, especially if it eased the path for people with different strengths/degrees of comfort with MCQs #meded

MedEd Chat @mededchat 8 hours ago
RT @myheroistrane: What it will take is some brave residency to do the work, find a creative way to offset the cost, and ignore the urge to…

Alice Fornari @afornari1 8 hours ago
@GLBDallaghan @StephRStarr @JaniceEducation #meded at Zucker SOM @ZuckerSoM we use only essay exams and grade questions with one grader per question and use a rubric with points assigned to increase reliability-the students are receptive to exams and feel learnign is really assessed
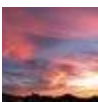
MedEd Chat @mededchat 8 hours ago
Well, we have about 5 more minutes left in our discussion. Please feel free to give some final thoughts #meded

MedEd Chat @mededchat 8 hours ago
RT @AFornari1: @GLBDallaghan @StephRStarr @JaniceEducation #meded at Zucker SOM @ZuckerSoM we use only essay exams and grade questions with…

Paul Haidet @myheroistrane 8 hours ago
@MedEdUnicorn It would also free #medstudents to focus on core abilities for their chosen specialty, rather than spend time on an unfocused test. #meded

Gary Beck Dallaghan @glbdallaghan8 hours ago
@MedEdChat #meded Final Thoughts.....The debate rages on between norm-based or criterion or both. Getting away from strictly normed exams is what we need to do

Gary Beck Dallaghan @glbdallaghan8 hours ago
RT @myheroistrane: @MedEdUnicorn It would also free #medstudents to focus on core abilities for their chosen specialty, rather than spend t...

Alliance4ClinEd @alliance4clined8 hours ago
RT @myheroistrane: @MedEdUnicorn It would also free #medstudents to focus on core abilities for their chosen specialty, rather than spend t...
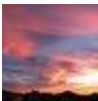
MedEd Chat @mededchat8 hours ago
RT @myheroistrane: @MedEdUnicorn It would also free #medstudents to focus on core abilities for their chosen specialty, rather than spend t...

Paul Haidet @myheroistrane8 hours ago
Final thought: if assessment drives learning, we are laboring in a system where the assessments are focused on the wrong things. Time to fix this system! #MakeUSMLEPassFail #meded

MedEd Chat @mededchat8 hours ago
RT @myheroistrane: Final thought: if assessment drives learning, we are laboring in a system where the assessments are focused on the wrong...

Alliance4ClinEd @alliance4clined8 hours ago
RT @myheroistrane: Final thought: if assessment drives learning, we are laboring in a system where the assessments are focused on the wrong...

Gary Beck Dallaghan @glbdallaghan8 hours ago
RT @myheroistrane: Final thought: if assessment drives learning, we are laboring in a system where the assessments are focused on the wrong...

Alice Fornari @afornari18 hours ago
@GLBDallaghan @MedEdChat #meded yes as leaders in education we must go beyond curriculum reform to assessment reform and both must happen together

Renee @02amor8 hours ago
#meded final thoughts- thank you for the discussion tonight

MedEd Chat @mededchat8 hours ago
Join us again next week at 9 pm Thursday. Don't forget to suggest topics by DM or email #meded

Gary Beck Dallaghan @glbdallaghan8 hours ago
#meded Which also requires evaluating what it means to be a successful program. Do 1st time board pass rates really mean your residency program is awesome? https://t.co/b40i3vB5lV

MedEd Chat @mededchat8 hours ago
RT @AFornari1: @GLBDallaghan @MedEdChat #meded yes as leaders in education we must go beyond curriculum reform to assessment reform and bot…

MedEd Chat @mededchat8 hours ago
RT @GLBDallaghan: #meded Which also requires evaluating what it means to be a successful program. Do 1st time board pass rates really mean…

Rachel Lewin @mededunicorn8 hours ago
@GLBDallaghan YES. I work on remediations with residents and *usually* failure isn't a result of a lack of ability, but a lack of structure/accountability/knowing what to do to succeed. #meded