

## **The Revised In-Training Assessment (ITA) Process – What is changing and what is not.**

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The College has just completed a curriculum review project and recommendations from this review have been presented elsewhere at this meeting. A revised training program will be implemented from 2012. In the interim, a review of the ITA Process has been conducted and this will be introduced in mid-2010. The goal of this ITA review is to lay the foundation for further curriculum change, particularly in relation to ANZCA's Curriculum Outcomes Framework and the implementation of a formal suite of workplace-based assessment (WBA) tools.

The ITA review was initiated in response to feedback from Supervisors of Training (SOTs) and trainees in the curriculum review. The planned changes have been developed by the Workplace-Based Assessment Committee (WBAC) whose members include SOTs, a Regional Education Officer (REO), and a trainee, in addition to other Fellows and College staff.

The objectives of the ITA Process are to:

1. Discuss and set appropriate clinical and educational goals for each Training Term.
2. Ensure that departmental, SOT and trainee expectations are understood and negotiated to ensure that a realistic Term plan is made.
3. Assess Trainee progress towards obtaining the agreed clinical and educational goals.
4. Provide Trainees with regular, constructive feedback.
5. Develop any remedial activities that may be required to ensure that Trainee performance is at the expected level for the stage of training.

What is changing

- The Annual Vocational Training (AVT) Form and the ITA-2 Form are being amalgamated into the ITA-Form, reducing duplication.
- An on-line process for completion and submission is being developed.
- The content of the ITA-Form has been revised to include more comprehensive assessment criteria that better describe Trainee performance, along with documentation of meetings between SOTs and Trainees, and a global assessment to indicate whether performance is at the expected level.

- The ITA-1 Form has been redesigned and renamed the ITA-Short Form (ITA-SF).
- The College Training & Assessments Unit will monitor the global assessment result, and when a Trainee is underperforming will contact the SOT to ensure that the Trainee is being assisted to improve his/her performance.

#### What is not changing

- The ITA Process retains its formative elements, that is aimed at supporting the Trainee to improve his/her performance. With the introduction of the global assessment and the links to the TE18 Trainees in Difficulty Process and the Trainee Performance Review, the ITA now also has a summative component.
  - The current end-of-term assessment process with input from senior staff (using the ITA-SF) is not changing. However, the College is working to develop Workplace Based Assessment (WBA) tools that can be used to more comprehensively assess Trainee performance.
  - The TE18 *Guidelines for Assisting Trainees with Difficulties Process* and Trainee Performance Review Processes are being retained with the former being revised to ensure that the triggers for starting it are clear, and that there are templates and other tools to assist with this process.
1. More information about the revised ITA Process including copies of the new forms is available at [www.anzca.edu.au/trainees/new-ita-process.html](http://www.anzca.edu.au/trainees/new-ita-process.html)
  2. ANZCA Curriculum Review Project, [www.anzca.edu.au/edu/projects/curriculum-review](http://www.anzca.edu.au/edu/projects/curriculum-review)
  3. Roberts L, Pain G, Lawson M. Changes to the ITA Process in 2010. ANZCA Bulletin December 2009, page 48, available at [www.anzca.edu.au/news/bulletin](http://www.anzca.edu.au/news/bulletin).
  4. ANZCA Professional Document TE18 *Guidelines for Assisting Trainees with Difficulties*. [www.anzca.edu.au/resources/professional-documents](http://www.anzca.edu.au/resources/professional-documents)
  5. Regulation 33 Trainee Performance Review [www.anzca.edu.au/resources/regulations](http://www.anzca.edu.au/resources/regulations)