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The Roles of Assessment in Supporting the Development of Competence

Abstract:

Assessment occupies three prominent roles in the education and regulation of physicians. It enables change by indicating which competencies are important; it supports the development of competence when it is used *for learning*; and it warrants that competence has been acquired when it is used as a measure *of learning*.⁽¹⁾ The talk will address these three roles in the training of physicians.

There is evidence that assessments have a significant effect on the way trainees prepare. Consequently, the content and methods of assessment indicate what is valued and they motivate trainees to prepare for them so they are successful.

Assessment *for learning*, or formative assessment, has a powerful educational effect as it focuses on students and their needs. It has the potential to guide and create learning as well as increasing educational efficiency.

Assessment *of learning*, or summative assessment, shifts the focus from students to other stakeholders in healthcare. It reassures these parties, patients particularly, that students have the competencies necessary to provide safe and effective care.

1. Norcini, J.J. (2016). The role of assessment in supporting the movement toward patient-centred care. *Perspectives on Medical Education*.