



CBME

Quick Guide for Medical Educators

Competency-Based Medical Education (CBME) is an outcomes-focused approach that defines the competencies learners must achieve and uses observable performance to guide learner progression.

Four Key Ideas



Competency Focused

Learner progress is based on demonstrated competence, rather than time in training.



Observation Driven

Frequent direct observations provide evidence to guide learner development.



Development Oriented

Assessment, coaching, and feedback support continuous learning and learner growth.



Patient Centered

The goal is safe, effective, independent patient care through competent physicians.

The CBME Learning Cycle



Your Role as Faculty

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Observe
 Learner performance in real clinical settings.
- 
Provide Feedback
 Give specific, timely, and actionable feedback.
- 
Coach
 Help learners reflect, set goals, and plan next.
- 
Support Growth
 Partner with learners as they develop toward independence.