Supplemental Digital Appendix 1

Interview Guide From a Study to Explore Raters’ Decision Making About Entrustment in Workplace- and Simulation-Based Assessments, 2019-2021

Interview 1 (WBA)

1. Based on what you just saw, would you entrust this trainee to perform a polypectomy independently? Why? How did you arrive at your decision?
   Probes:
   a. What factors did you consider in making your decision?
   b. How do you balance your views of this specific performance by this resident with what you already know of their performance in previous instances?
   c. Is this an ideal setting to make an entrustment decision about polypectomy?
      i. Were there any impediments to you making an entrustment decision in this setting?
      ii. Was there anything missing or anything you could not do in this setting that has previously helped you decide whether or not to entrust a trainee?

2. How well is your entrustment decision reflected when using assessments like the one you just completed?
   Probes:
   a. Looking at the assessment you just completed, tell me about how you used the scale and how you arrived at your scores. Please feel free to pick up the assessments and talk me through how you translated what you saw into the scores on each tool.
   b. Did you find you could capture everything of relevance to make your entrustment decision?
      i. Why or why not?
   c. Can you tell me about any changes you would make to the tool?

3. How would you describe the purpose of such assessments?
   Probes:
   a. How do you define entrustment?
      i. How does that personal definition inform the way you assess for entrustment?

4. Having completed the assessment, do you think you accurately assessed all aspects of the polypectomy performance?
   Probe:
   a. Which aspects of the polypectomy performance did you expect you would be able to see and assess in this setting?
      i. Was that achieved? Why or why not?
5. What is your previous experience with simulation in endoscopy assessment?
   Probes:
   a. What settings have you assessed endoscopic skills in previously?
   b. What do you see as the role of simulation in assessment?
   c. What do you see as the role of the workplace in assessment?
   d. What do you see as the role of these settings in entrustment decision-making?
      i. How does how frequently a procedure occurs in real-world training influence your opinion of using simulation or workplace-based assessments in entrustment decision-making with respect to that procedure?
   e. Where have you derived most of your information about how to make entrustment decisions?
      i. What has your institution told you?

6. Is there anything else about your entrustment decision-making processes and practices that you feel we didn’t cover?

Interview 2 (SBA)

1. Based on what you just saw, would you entrust this trainee to perform a polypectomy independently? Why? How did you arrive at your decision?
   Probes:
   a. How did you arrive at your decision?
      i. How did your entrustment decision-making process compare between this setting and the real-life setting?
   b. What factors did you consider in making your decision?
      i. Was there anything missing or anything you could not do in this setting that has previously helped you decide whether or not to entrust a trainee?
   c. How do you balance your views of this specific performance by this resident with what you already know of their performance in previous instances?
      i. Does the setting have any influence over this interaction?
   d. Were there aspects of the polypectomy performance you had difficulty assessing in this setting as compared to the real-life setting?
   e. Were there aspects of the polypectomy performance you felt could be better assessed in the simulation-based setting than in the real-life setting?

2. How well is your entrustment decision reflected when using assessments like the one you just completed?
   Probes:
   a. Looking at the assessment you just completed, tell me about how you used the scale and how you arrived at your scores. Please feel free to pick up the assessments and talk me through how you translated what you saw into the scores on each tool.
   b. Did you find you could capture everything of relevance to make your entrustment decision?
   c. Would you change the tools in any way?
3. How would you describe the purpose of such assessments?  
   Probes:  
   a. How do you define entrustment?  
   i. How does that personal definition influence your approach?

4. Having completed the assessment, do you think you accurately assessed all aspects of the polypectomy performance?  
   Probe:  
   a. Which aspects of the polypectomy performance did you expect you would be able to see and assess in this setting?

5. Is there anything else about your entrustment decision-making processes and practices using both simulation and real-life assessments that you feel we didn’t cover?
Supplemental Digital Appendix 2

Entrustable Professional Activity Assessment Tool Designed by the University of Toronto Faculty of Medicine