



Beth Israel Deaconess
Medical Center



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HARVARD
MEDICAL SCHOOL

Maximizing Your Medical Education Skills:
Professional Development to Improve Your Clinical Teaching

Understanding YOUR Challenges: *A Needs Assessments and Keys to Faculty Development*

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Shapiro Institute

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Disclosures

None



WELCOME

- *Who we are*
- *Who you are*

Why Faculty Development



First day of school...

- Who is the teacher?
- What are their qualifications?
- Do you care?



Simplecentsblog.org

Goals Today

- To describe evolution of the doctor's role as a teacher
- To delineate differences between a teacher and an educator
- To define the competencies of a teacher and those of an educator
- To inspire you to become a “professional” teacher

Hippocratic oath

....by my teaching, I will impart a knowledge of this art to my own sons, and to my teacher's sons, and to disciples bound by an indenture and oath according to the medical laws, and no others.

Medical Training...years gone by

- Part of our ethos to teach (doctor=teacher)
- By virtue of being a doctor, we can (and must?) teach
- Is that a fair assumption in 2024?



Accrediting bodies...

- LCME and ACGME both want /look for faculty development
- “Core” faculty
- Expectations beyond proficiency as doctors.

Basic Competencies of a Teacher

Acad Med 2011;86:1211-1220

Competencies	Core teacher roles			Specialized teacher roles				
	Clinical teacher	Individual or small group teacher	Large group teacher	Program administrator	Technology developer	Educational researcher	Institutional administrator	Education policy maker
Six core teaching competencies								
Medical knowledge	✓✓✓	✓✓✓	✓✓✓	✓✓	✓	✓✓	✓	✓
Learner centered	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓
Interpersonal/communication skills	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓	✓✓✓	✓✓
Professionalism	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓	✓✓✓	✓✓
Practice-based reflection	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓	✓✓✓	✓✓
System-based practice	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓	✓✓✓	✓✓

Advanced Competencies

Acad Med 2011;86:1211-1220

Competencies	Core teacher roles			Specialized teacher roles				Education policy maker
	Clinical teacher	Individual or small group teacher	Large group teacher	Program administrator	Technology developer	Educational researcher	Institutional administrator	

Four specialized teaching competencies

Curriculum design and implementation	✓	✓	✓	✓✓✓	✓✓	✓✓✓	✓✓✓	✓
Evaluation and scholarship	–	–	–	✓✓	✓	✓✓✓	✓✓	✓
Leadership	–	–	–	✓✓✓	✓✓	✓✓✓	✓✓✓	✓✓✓
Mentorship	✓	✓	✓	✓✓✓	–	✓✓✓	✓✓✓	✓✓

Teacher vs. Educator

- Teacher has basic +/- some of the advance competencies
- Educator
 - Basic + Advanced competencies
 - Commitment to improve
 - Reflection
 - Additional training
 - Commitment to make others better
 - Research/scholarship

Faculty Development Tool Kit

- Lectures
- Workshops
- Mentoring
- Peer observation



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Basic Competencies of a Teacher

Discipline specific?

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Practice-based reflection	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓	✓✓✓	✓✓
System-based practice	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓	✓✓✓	✓✓

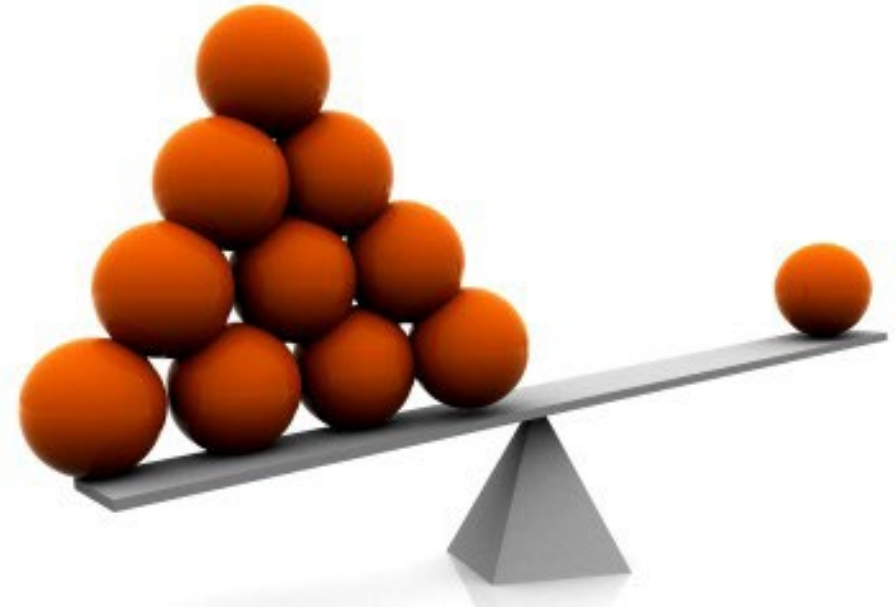
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Leadership	–	–	–	✓✓✓	✓✓	✓✓✓	✓✓✓	✓✓✓
Mentorship	✓	✓	✓	✓✓✓	–	✓✓✓	✓✓✓	✓✓

Leveraging Resources

- How much expertise in your department?
- What can you learn from others?
- Advantages of a community of educators
- Collaboration



Consider an *Annual Medical Education Day*

- Transforming the Learning Culture Began discussions on creating environment to support self directed learning
- Workshops focused on curiosity, team-based interactions and learning, teacher as coach, foundational principle

Consider Workshops

- The Road to Scholarship: MedEd Portal
- Teaching and Learning with Concept Maps: A window into the learner's mind
- Tools for Keeping Up with the Med Literature
- An Approach to Evaluation and Feedback

Community

- Interest groups
- Inter-Hospital Collaborative
- Sharing best practices
- Peer observation
- Goal – “Value Added”



klcommunications.com

Summary

- Professionalization of medical teachers
- We need teachers and educators
- Build community
- Aim for scholarship
- Leverage resources
- Consider hospital-based academy of educators

Your Challenges and Goals



Challenges



- Time management & efficiency – balancing care of patients/volume/billing with teaching
- Balancing learner autonomy and patient safety with learning
- Providing feedback to learners
- Engaging learners (in person and on zoom)/enhancing interactivity
- Teaching to different levels (one room schoolhouse)
- Providing feedback to teachers

Skills you are hoping to learn

- Time management
- Balancing all aspects of clinical care with teaching
- Providing feedback
- Improving lectures (PowerPoint, visual aids, interactivity, engagement)
- Assessment
- Fostering critical thinking
- Remediation strategies
- Assisting the struggling learner

Schedule

- 1/10/24 Changing Your Culture: Inspiring Curiosity and Critical Thinking in Teachers and Learners
- 1/17/24 Utilizing the Science of Learning to Improve your Teaching
- 1/24/24 Assessment of Learning: Determining Competence
- 1/31/24 Coaching for Continue Growth and Improved Well-Being
- 2/7/24 Overcoming Challenges with the Transition from UME to GME
- 2/13/24 Professionalism and Remediation in 2024

We are here for YOU!