Faculty Development Curriculum

Teaching/Education						
Educator *				Competency	Resources/references	Documentation
CE	CF	MSE	EA			
x	x	x	x	Provides patient-centered teaching at the bedside		
x	x	x	x	Focuses surgical learning in the operating room to the level of learner		
x	x	x	x	Facilitates small group teaching		
x	x	x	x	Demonstrates one-on-one teaching in the ambulatory setting	- the One Minute Preceptor - the Five Minute Preceptor	
x	x	x	x	Effectively uses simulation technology to teach in small group settings		
x	x	x	x	Uses technology to enhance teaching		
x	x	x	x	Presents a high quality didactic lecture to a large group		
x	x	x	x	Tailors the learning environment to meet the needs of learners		
		x	x	Identifies learner needs Solicits the adult learner in definition of needs		
x	x	x	x	Imparts professionalism education to learners		
			x	Aligns learning objectives, educational interventions and assessments to create new curricula		
			x	Provides teaching skills and strategies to residents to maximize their teaching skills		
			x	Introduces evidence-based medicine appraisal tools to learners		
			x	Introduces quality improvement concepts and tools to initiate and complete a QI project		
			x	Demonstrates innovation in teaching		

Learner Assessment and Evaluation						
				Competency	**Resources**	**Documentation**
CE	**CF**	**MSE**	**EA**			
x	x	x	x	Provides specific learner feedback in order to effect positive change		
x	x		x	Gives effective feedback in the OR		
	x	x	x	Works with the learner to provide collaborative Feedback		
x	x	x	x	Gives feedback on oral presentations		
	x	x	x	Ably provides competency-based evaluation in the clinical setting		
	x		x	Provides comprehensive narrative evaluations		
	x		x	Reviews videotaped evaluations of learners and provides effective feedback		
			x	Crafts effective and reasonable remediation plans for struggling learners		
x	x		x	Participates in OSCE's and provides useful feedback to learners		
	x	x	x	Serves as an effective mock oral examiner		
x	x	x	x	Assesses learners' professionalism and articulately gives feedback		
	x		x	Effectively serves on a Clinical Competency Committee (CCC)		
			x	Assesses multi-source assessments and formulates a comprehensive overview of learner performance, incorporating the learner in the global assessment		
Mentoring						
CE	**CF**	**MSE**	**EA**	**Competency**	**Resources**	**Documentation**
x	x	x	x	Serves as an effective mentor for residents and students		
	x		x	Serves as an effective mentor for the difficult learner		
			x	Effectively and fairly mentors learners requiring remediation		
		x		Provides mentoring to an LIC student		
x	x		x	Serves as an effective EBM mentor		

	x		x	Comprehensively serves as a resident research project, overseeing all stages of a resident research project		
	x		x	Effectively serves as a QI/QA mentor, overseeing all stages of a resident QI/QA project		
			x	Reflections – mentoring learners to use reflective writing as a teaching enhancement strategy and self-assessment		
Leadership						
CE	**CF**	**MSE**	**EA**	**Competency**	**Resources**	**Documentation**
	x		x	Creates and manages a team		
	x		x	Effectively has difficult conversations with learners		
x	x		x	Provides lectures and other public speaking effectively		
			x	Runs productive and efficient meetings		
			x	Demonstrates high levels of negotiation skills		
			x	Understands and utilizes effective organizational behavior		
	x		x	Effectively gives feedback to peers		
	x		x	Develops and maintains a teaching portfolio		
x	x	x	x	Role models the highest standards of professionalism		
			x	Manages the unprofessional learner or physician		
			x	Plans for educational changes, derives consensus and implements changes in the educational program		
Research, QI/QA and CLER Competencies						
CE	**CF**	**MSE**	**EA**	**Competency**	**Resources**	**Documentation**
x	x	x	x	Information mastery – searching the literature, citation management	- one on one meetings with library staff	
	x		x	Understands and teaches basic research statistics 101	- MMCRI research course	
	x		x	Understands research methodology, study design and outcome measurement		
	x		x	Provides high level peer review of manuscripts		
	x		x	Effectively executes survey development		
	x		x	Creates qualitative research design		
	x		x	Successfully demonstrates success in Research Writing:		

				grants, research papers, proposals		
x	x		x	Teaches critical appraisal to residents, students and peers		
	x		x	Implements patient safety strategies and teaches residents		
x	x		x	Participates fully in departmental, hospital and division quality initiative projects		
	x		x	Initiates departmental or division quality initiative projects		
x	x	x	x	Role models effective patient care transitions		
x	x		x	Upholds highest standards of resident supervision		
x	x		x	Recognizes signs of fatigue and stress in residents and assists in mediating the effects		
x	x		x	Role models highest standards of professionalism		

<u>* Levels of Medical Educator</u>

- CE - community educator
- CF - clinical faculty
- MSE - Medical Student Educator (block, LIC students)
- EA - education administration (chair, PD, medical student clerkship director, associate PD, etc)

<u>Domains of Learning:</u>

1. Teaching/Education
2. Learner assessment and Evaluation
3. Mentoring
4. Leadership
5. Research, QI, CLER competencies