

Coordinator as Educator: Building an Educational Retreat

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Building an Educational Retreat

In the Next Hour...

- From Coordinator to Educator
- Promoting your inner educator
- Building an Educational Retreat
 - Step-by-step instructions

Coordinator as Educator

- **Coordination:** The regulation of diverse elements into an integrated and harmonious operation.
- **Facilitation:** Making easier the progress or improvement of something.
- **Education:** Activities that impart knowledge or skill.

Coordinator as Educator

- **Coordinator = Indirectly participates**
- **Facilitator = Direct participation**
- **Educator = Active role in acquisition of knowledge or skill**
 - Not necessarily medical/surgical content

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Eye on the Education



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Where is your Inner Educator?

- Program policies and procedures
- ABS board certification process
- Use of residency management software applications
- Goals and learning objectives
- Formalizing feedback to faculty
- Reconciling “educational issues” within rotations
- Random conversations with residents and faculty
- Preparing for semi-annual resident review
- Training a new Program Director and staff
- ACGME/NRMP/ERAS
- Coordinating like an educator

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Promote your Inner Educator

- Participate in institution-wide educational events/programs
- Local and national events too!
- Shadow the residents & students
- Consider TAGME certification
- Assume the role
- Look for opportunities to grow

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Promote your Inner Educator

- “Surgery Education Office”
- Build a library
- Bulletin boards
- Web-based educational pages
- Publish!
- Run with the ACGME Core Competencies
- Set agenda for education meetings
- Conduct an Educational Retreat



**The daydreams of cat herders
everywhere.**

**Organizing and
conducting an
educational retreat
is a lot like herding
cats!**

Building an Educational Retreat

Education Retreat?

- Many formats
- Purpose-driven
- Limitations
- Timing
 - Our Spring Retreat
 - Educational Retreat in the Fall

Rematch of the Rematch!

3rd Annual Faculty vs. Resident Softball Challenge



Faculty Team



Resident Team

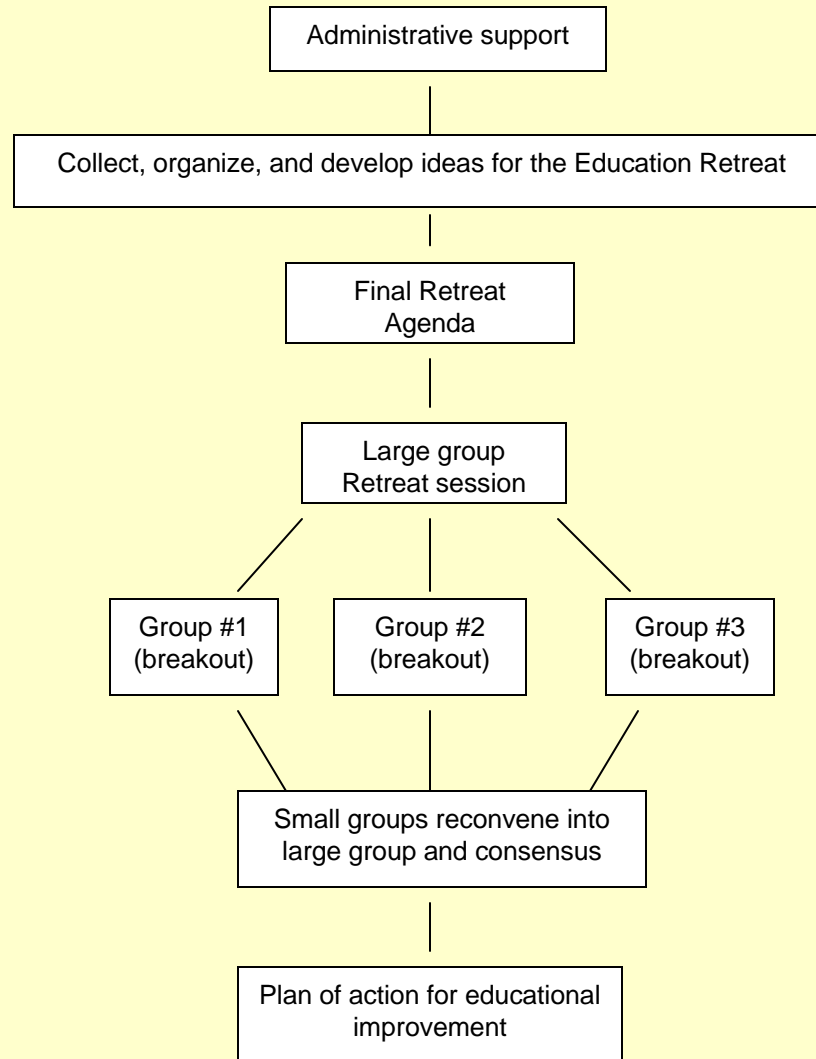
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Can Your Program Benefit?

- Encourages program development
- Focus/emphasis on education
- Input from all stakeholders
- Collective buy-in for programmatic change

Retreat Outcomes

- Scholarly activity requirement
- Level-specific courses
- Early OR exposure for junior residents
- Hand-off /Sign out protocols
- Schedules for duty hour compliance
- Chief resident teaching responsibilities
- Formal report for more extenders
- Reorganization of clinical rotations
- Creation of order sets in clinical setting

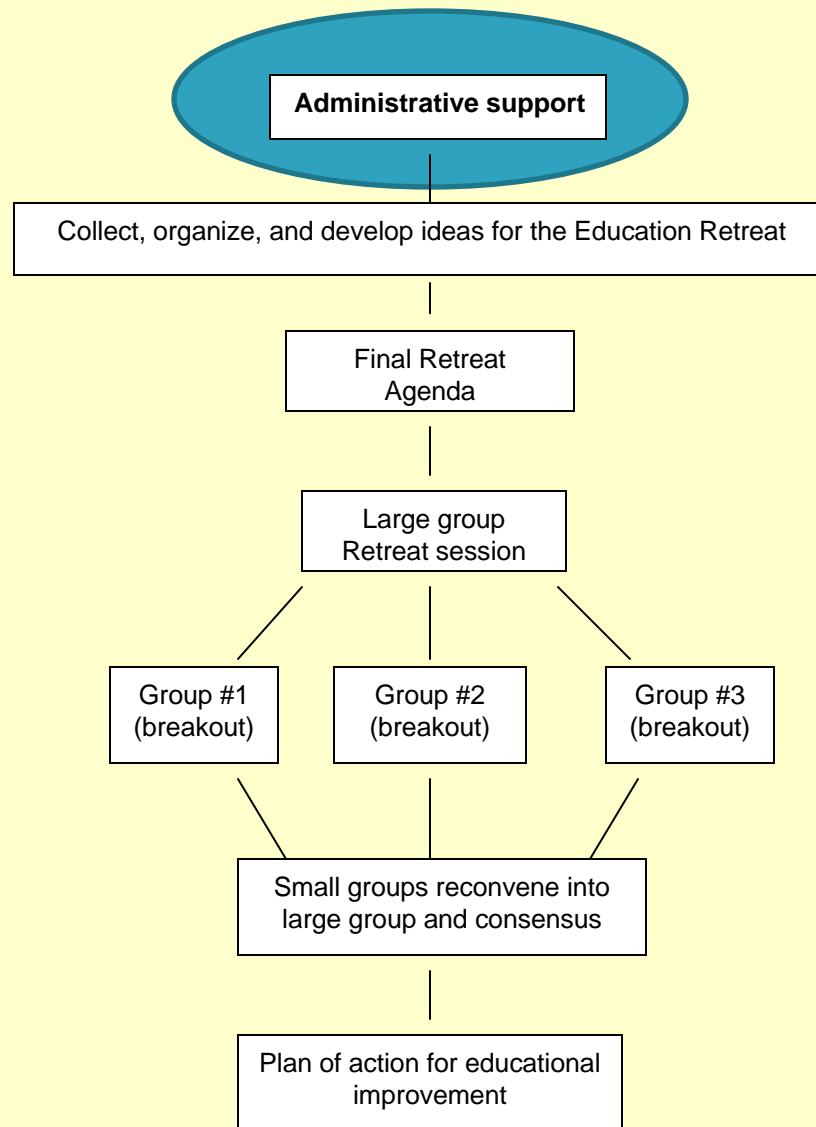


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The Steps

- Support from the top
- Planning
- Implementation
- Follow up

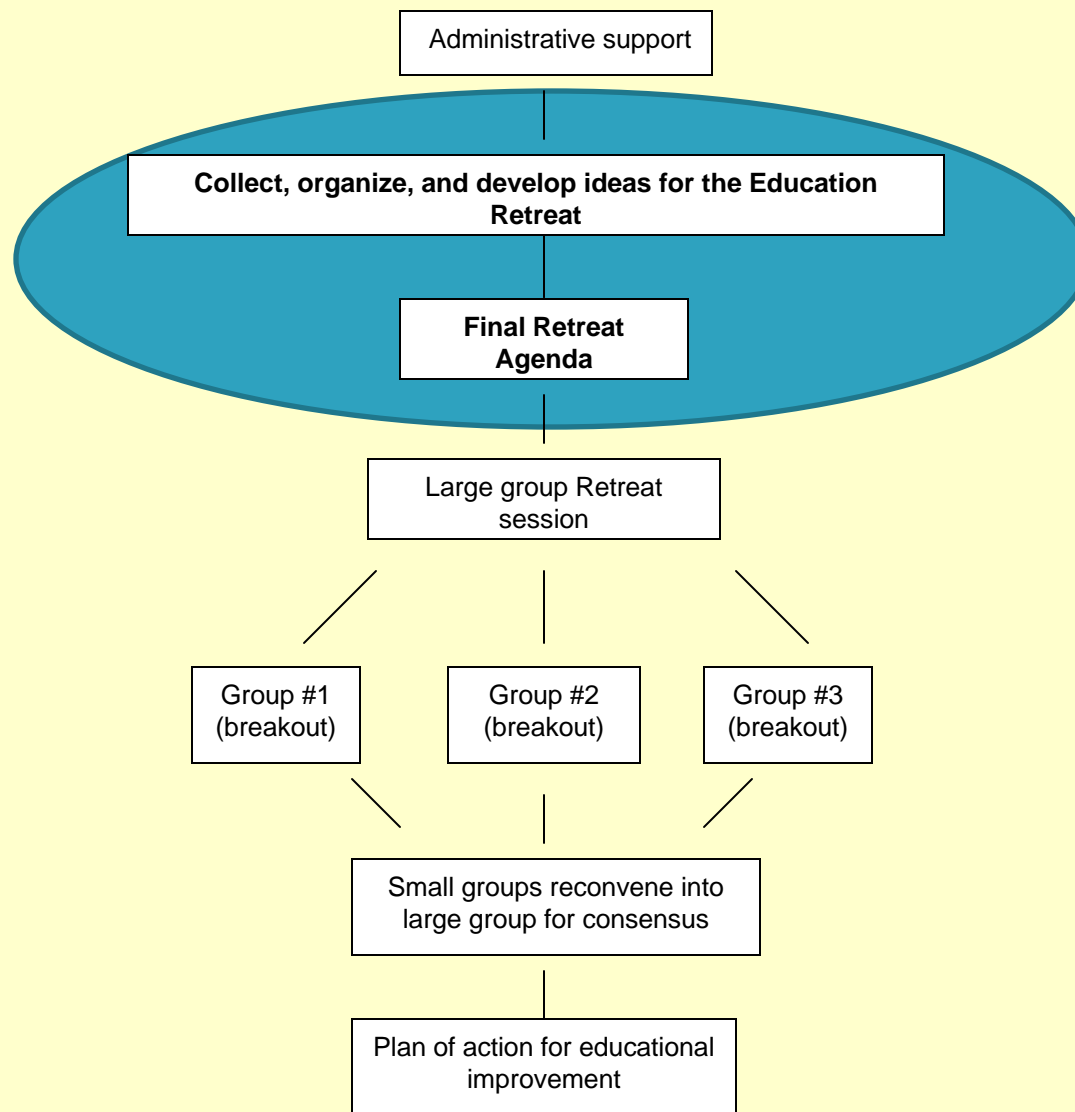


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Step 1: Support

- **Support from the top**
 - Chairman supported
 - Faculty and Residents encouraged
 - Alert the OR and clinic staff
- Planning
- Implementation
- Follow up



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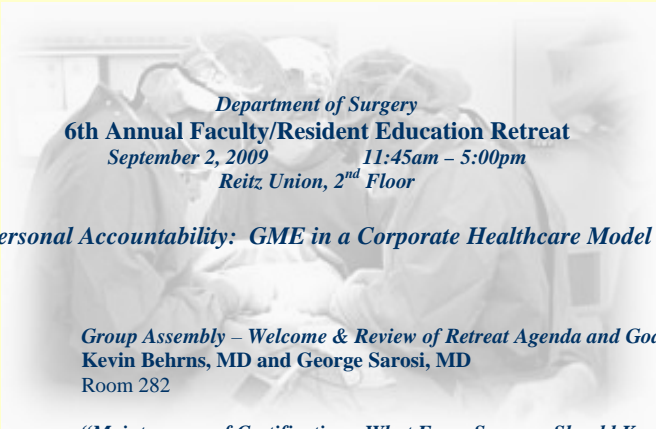
Step 2: Planning

- Support from the top
- **Planning**
 - Theme and outcomes
 - Keynote speaker?
 - Space and transportation
 - Diverse work groups and goals
 - Supportive materials
- Implementation
- Follow up

Building an Educational Retreat

Common Themes

- **Accountability**
 - Education
 - Patient Care
 - Professionalism
- **Providing excellence in patient care, research, and education**
- **Improving Educational Value**
 - Programmatic
 - By clinical rotation
 - Clerkship too!
- **Leadership**
- **Faculty Development**
- **Adapting to Change**
- **Building a culture of learning**



Department of Surgery
6th Annual Faculty/Resident Education Retreat
September 2, 2009 11:45am – 5:00pm
Reitz Union, 2nd Floor

Personal Accountability: GME in a Corporate Healthcare Model

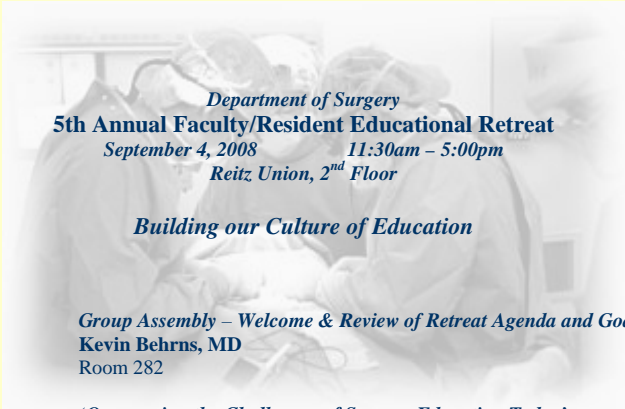
- 12:30pm **Group Assembly – Welcome & Review of Retreat Agenda and Goals**
Kevin Behrns, MD and George Sarosi, MD
Room 282
- 1:00pm **“Maintenance of Certification: What Every Surgeon Should Know”**
Michael S. Nussbaum, MD
Chairman and Professor of Surgery
Department of Surgery
University of Florida College of Medicine – Jacksonville
- 1:45pm **Workgroup Breakout Sessions**
Group #1: Personal Accountability and Patient Care
Facilitators: Kfir Ben-David, MD, and Chad Stasik, MD
Room 285

Group #2: Personal Accountability and Surgery Education
Facilitator: Juan Cendan, MD, and Darrell Hunt, MD, PhD
Room 286

Group #3: Personal Accountability and Personal/Professional Development
Facilitator: John Armstrong, MD and Nikki Kissane, MD
Room 287
- 3:30pm **Group Re-Assembly: Collective Goal-setting and List of Actionable Items**
Room 282
- 4:55pm **Conclusion** – Closing remarks by Dr. Behrns

Lunch will be served at 11:45am (2nd floor, Reitz Union)

A Shands shuttle will provide transportation service from the Shands West (Dental) Entrance to the Reitz Union from 11:30a – 12:45p. The last shuttle will depart from the West Entrance at 12:45pm. The shuttle service will resume from 4:45 – 5:15pm bringing participants back to Shands. The final shuttle will depart from the Reitz Union at 5:15pm.



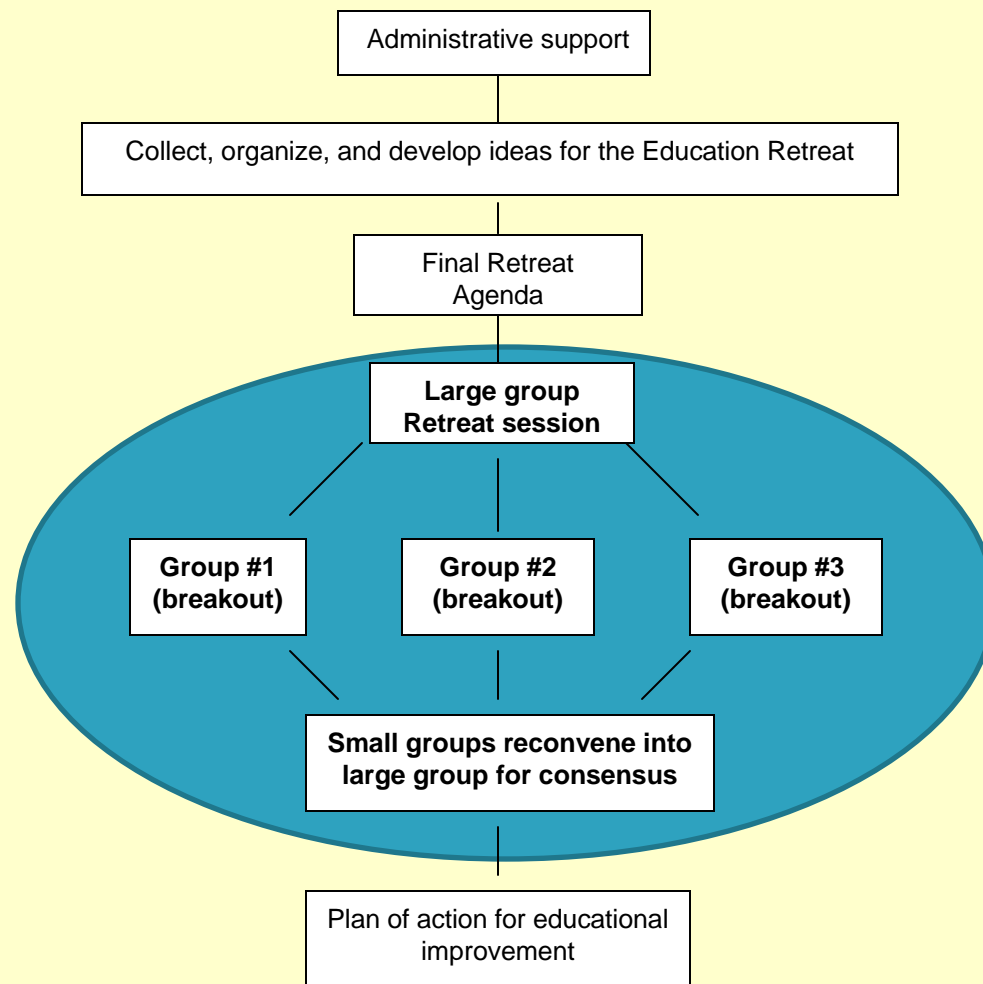
Department of Surgery
5th Annual Faculty/Resident Educational Retreat
September 4, 2008 11:30am – 5:00pm
Reitz Union, 2nd Floor

Building our Culture of Education

- 12:00noon **Group Assembly – Welcome & Review of Retreat Agenda and Goals**
Kevin Behrns, MD
Room 282
- 12:15pm **'Overcoming the Challenges of Surgery Education Today'**
John L. Tarpley, MD
Professor of Surgery and Program Director, Vanderbilt University
Chief of General Surgery and Associate Chief of Surgical Service
VATVHS, Nashville Campus
- 1:00pm **Workgroup Breakout Sessions**
Group #1: Didactic Learning
Facilitators: John Armstrong, MD, Chad Stasik, MD, and Robert Winfield, MD
Room 285
- Group #2: Clinical Education**
Facilitator: Juan Cendan, MD, Brady McDonald, MD, and Alyson Waterman, MD
Room 286
- Group #3: Professional Development and Lifelong Learning**
Facilitator: Tim Flynn, MD and Nikki Kissane, MD
Room 287
- 2:00pm **Group Re-Assembly: Focus on Medical Students, Residents, and Faculty**
 - o **Retreat Highlights**
 - o **Scholarly Activity Report – Categorical Residents**Room 282
- 4:30pm **Conclusion** – Closing remarks by Dr. Behrns

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Building an Educational Retreat

Step 3: Implementation

- Support from the top
- Planning
- **Implementation**
 - A well planned event runs on its own!
 - Icebreakers
 - Instructions
 - Nourishment
 - Must include “consensus” building
- Follow up

Educational Retreat
September 4, 2008
Work Group 1

Building Our Culture of Didactics

The goal of this group is to examine the roles, responsibilities, and challenges of faculty, residents, and medical students as they relate to our didactic education practices. The group will begin with the identification of specific challenges to education as it pertains to scheduled sessions in the classroom and laboratory. Protected time, differing opinions and ideas about curriculum, and logistical challenges (location and resources) are sure to be exposed. Once the challenges have been identified, the group will develop or propose a realistic plan to maximize our classroom education potential thus rebuilding our new culture of learning.

Challenge List:

- Expanding program requirements and reduced time to meet the challenge
- Teaching styles/Learning styles: Diversity! Challenge!
- New and evolving technologies in surgery – Translating that to current practices.

Resourceful Solutions List:

-
-
-
-
-

Workgroup Facilitators: John Armstrong, MD, Chad Stasik, and Robert Winfield, MD
Workgroup Participants: Behrns, Berceli, J. Wilson, Newburg, Zingarelli, Steele, Cuenca, Magliocca, Rhodes, Buckman, Dyer, Griffin, Beaver, Lottenberg, Nelson, A. Lee, Kayler, Hochwald, Fujita, Armen, Warner, Carter, Stevens, Wyatt, Gutwein, Fiester, Wengler, Paddock, M. Wilson, Nasajapour, Stouffer, Rhodes, Goldstein, Ben-David, Vo, Gilbertson, Indelicato, Curran, Elkins, Nevin, Moore-Higgs, Metzger, Perrin, McFarland, Edgington, Stagliano.

Educational Retreat
May 11, 2006
Work Group 2

***Improving the Educational Value of each Rotation/The Role of the Physician Extender
in a Surgical Residency Program***

The educational value of every rotation has never been more critical an issue. An 80-hour workweek means that adequate training and education must occur within fewer hours. This drives the need to work smarter and work harder to enhance the educational potential of every rotation. Workgroup 2 will perform a critical review and evaluation of the AY 2005-06 Summarized Program Evaluation and arrive at least one (1) meaningful improvement for each of the assigned clinical services.

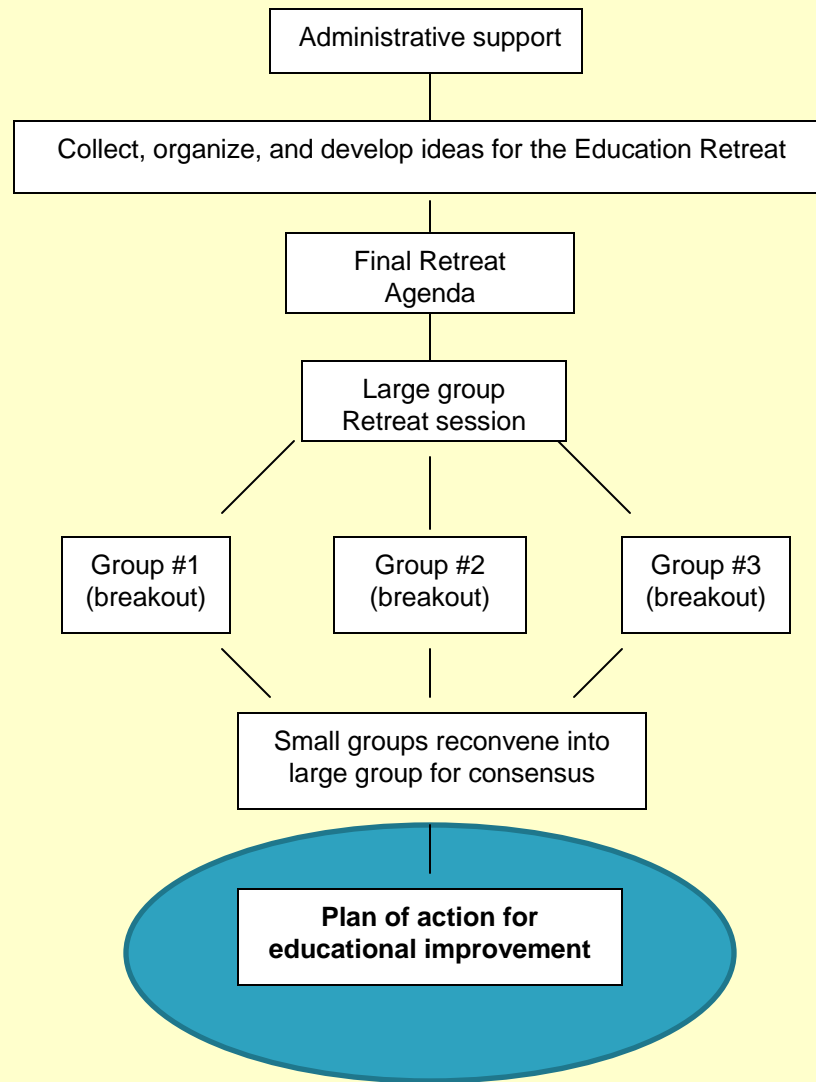
- List ways that clinical services (rotations) can be improved – refer to the summarized instrument
 - Review comments and rotation evaluation scores
 - Consider plausible ways to improve the rotation
- Forge a plan for at least one (1) change in each rotation
 - Consider use of physician extenders for non-educational activities
 - Utilization of learning objectives – every rotation has a set. They can be shortened into learning contracts
 - Development of new rotations – all new rotations **or**
 - Reorganization of current rotations
- Formulate reasonable ideas to increase operative experience for junior residents
 - Simulation to help prepare junior residents for the OR
 - Role of the physician extender
 - Faculty willingness to operate with a junior resident
 - Chief residents as teaching assistants
 -

Assigned Clinical Services: GI (Shands and VA), CT (Shands and VA), Night Float (Shands and VA), Lake City VA, Trauma, and Surgical Oncology, SICU (VA), CCM (Shands), Plastic Surgery (VA), Hepatobiliary/Transplant, Vascular (Shands and VA), Pediatric Surgery, Burns, WPB VA

As a byproduct of this discussion, the workgroup will make a recommendation for the ideal number of physician extenders needed to support the educational needs of the residency. Furthermore, this group must justify its recommendation using real-life examples.

Role of the physician extenders in a surgical residency program?

Current number of mid-level providers?



Building an Educational Retreat

Step 4: Follow Up

- Support from the top
- Planning
- Implementation
- **Follow up**
 - Task forces
 - Support for change
 - Report back
 - Monitor progress

5th Annual Education Retreat
September 4, 2008
Action Items

Based on the action items generated via the 5th Annual Educational Retreat, the Education Committee has organized a set of three (3) task forces to bring these initiatives to fruition.

Task force #1: Evaluations and Evaluation Processes

This group (Hunt, Osian, Sarosi, Miggins, and Browning) will generate new instruments and processes for peer review/evaluation, student evaluation of residents, resident evaluation of faculty, and faculty evaluation of residents.

Task force #2: Portfolio Development

This group (Stevens, Waterman, T. Kim) will create a departmental approach to learner portfolios. This effort may extend into teaching portfolios as well.

Task force #3: Improving the Clerkship Experience

This group (Cendan, Griffin, Filichia, Neichoy, Lottenberg, Grobmyer, Ben-David, Chen, Huang, Nelson, R. Kim, Steele, Tribble, Behrns, Mzingo, and Armstrong) will work on structuring a more formalized educational program (service-specific) for medical students. The educational point persons for each division will serve on this task force as they will be responsible for setting up the educational plan and ensuring that the division-specific plan for medical students is fully executed.

Participation in the task forces is not limited to the names listed above. If you are interested in participating in one or more of the task forces for AY 2008-09 please contact me and I'll be happy to add you on the list.

The task forces will be asked to report on their progress at each Education Committee meeting.

Agenda

Education Committee Meeting

11/04/09

5:00pm

Dragstedt Conference Room

Agenda topics

Announcement

- a. Semi-annual Resident Review is scheduled for November 10, 2009 at 5pm in the Dragstedt Library.

Taskforce Development and Assignments

- a. *Transfer of Patient Care team* – Tan, Ben-David, Goldstein, Efron, and Filichia
- b. *Chief Resident Teaching Initiative team* – Rossidis, Neichoy, Cuellar, Armen, Feezor, and Griffin
- c. *UF Skill Set team* – Rout, Armstrong, and Velopulos

New Evaluation Forms/Process is Underway

- a. Faculty Evaluation of Resident – not anonymous
- b. Resident Evaluation of Faculty – anonymous and withheld through year end
- c. Resident Evaluation of Rotation – anonymous and withheld through year end

Service-specific Goals, Objectives, and Evaluations

- a. Every division should submit goals, objectives, and evaluations by May 11, 2009.
- b. None received from: BMSE and Shands Night Float.

Skills Course

- a. Review revised schedule

Surgery Clerkship

- a. Small Groups: Almost 1 year down, no repeat group leaders except for Dr. Cendan.
- b. Review Debriefing notes from Rotation #2, Class of 2011

Duty Hours

- a. New Innovations monthly report #3/4 for AY 2009-2010

Reminder: Revised Education Committee Meeting Schedule

- a. First Wednesday of every other month at 5pm. Next meeting day is January 6, 2010.

Building an Educational Retreat

Do One!

- **Retreat theme**
 - Needs assessment
 - Select a theme
- **Develop workgroups**
 - Theme is assigned
 - Develop work groups
- **Support the effort**
 - Theme and work groups decided
 - Develop ideas for supportive materials

Building an Educational Retreat

Tips!

- Include faculty, residents, students, and staff
- Choose workgroup leaders wisely
- Visit and lend support to each workgroup
- Coffee breaks!
- Take notes during consensus building
- Assign yourself to each task force to ensure follow-up

Building an Educational Retreat

Summary

- Love and nurture your inner educator
- Share your enthusiasm for education
- Plant a seed
 - Grow an Educational Retreat
- Focus on benefits
 - Every program has room to improve
- Follow the steps or choose your own model
- Close the loop!

