



# How to Develop an Education Curriculum for Trainees

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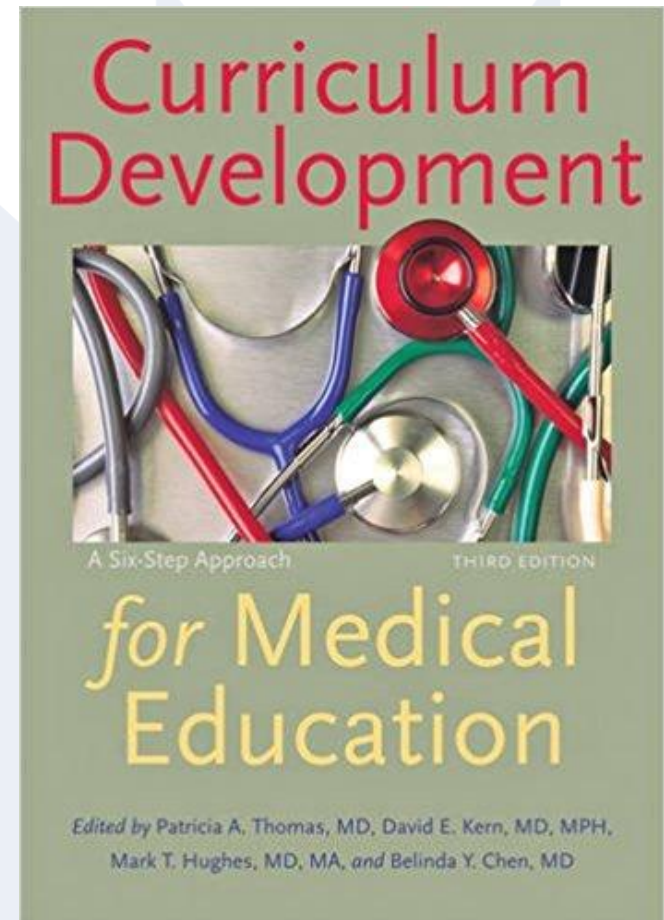
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# Disclosures

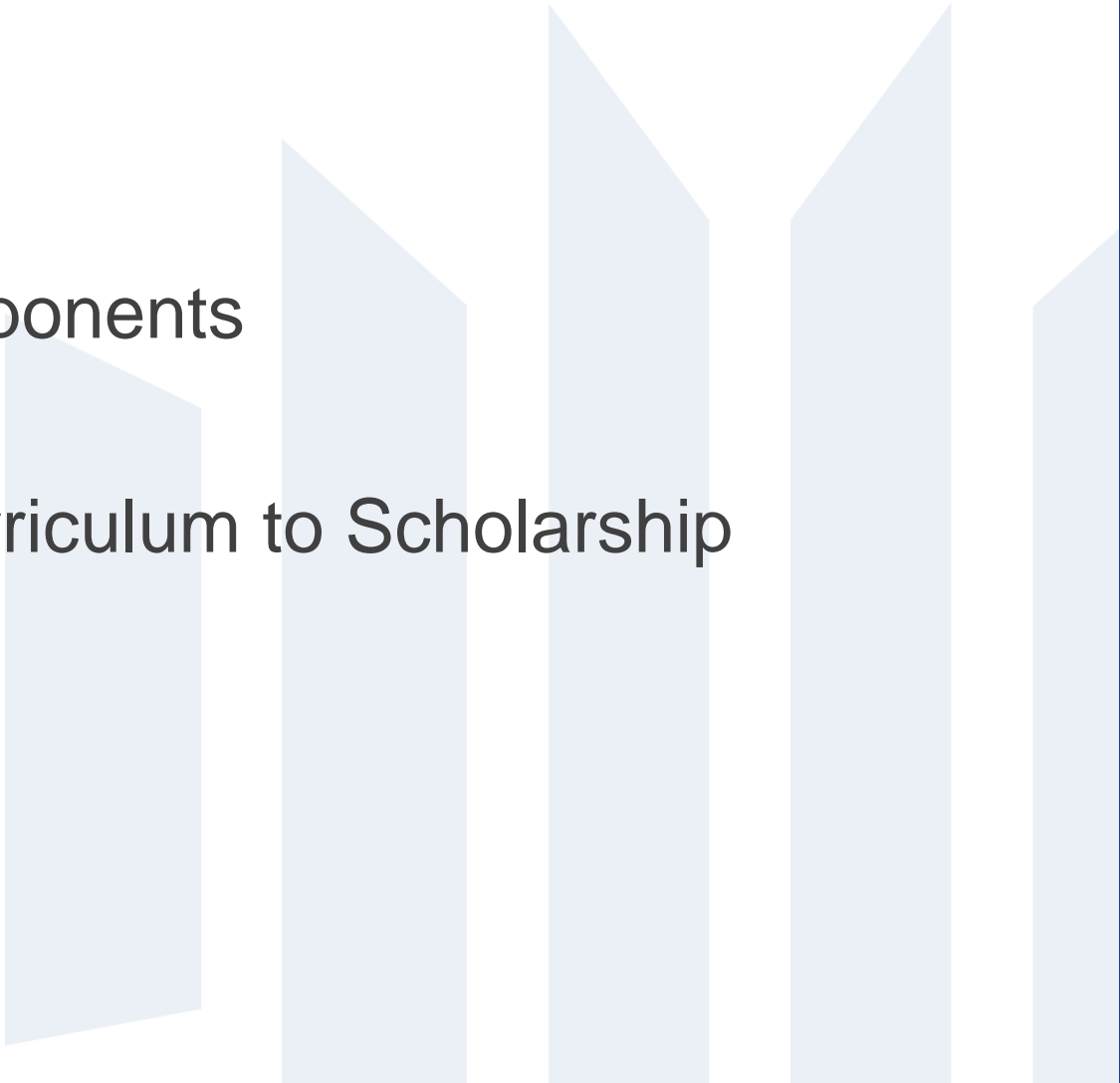
- No financial disclosures
- I co-authored a chapter in *Curriculum Development for Medical Education*

*(I'm a big geek about this stuff)*



# Objectives

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- Why Curricula?
  - Necessary Components
  - Moving from Curriculum to Scholarship
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# There Once Was an Idea...

- Fellows should be better teachers
- Residents aren't prepared for billing and coding when they enter practice
- Let's teach medical students how to do bowel anastomoses



# Six-Step Approach to Curriculum Development

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1. Problem Identification and Needs Assessment
2. Targeted Needs Assessment
3. Goals and Objectives
4. Educational Strategies
5. Implementation
6. Evaluation and Feedback

# 1. Problem Identification and General Needs Assessment

- What is the problem?
  - Who and what does it affect?
  - What factors predispose, reinforce, and enable the problem?
- What is the gap between the current approach and the ideal approach?
- Fellows with poor teaching skills
  - Medical students and residents affected most directly
  - Institution faculty, patients, society also
- Current approach:
  - Faculty model teaching behaviors, not much feedback about teaching
- Ideal approach:
  - Model *effective* teaching behaviors, give *formal* feedback about teaching skill

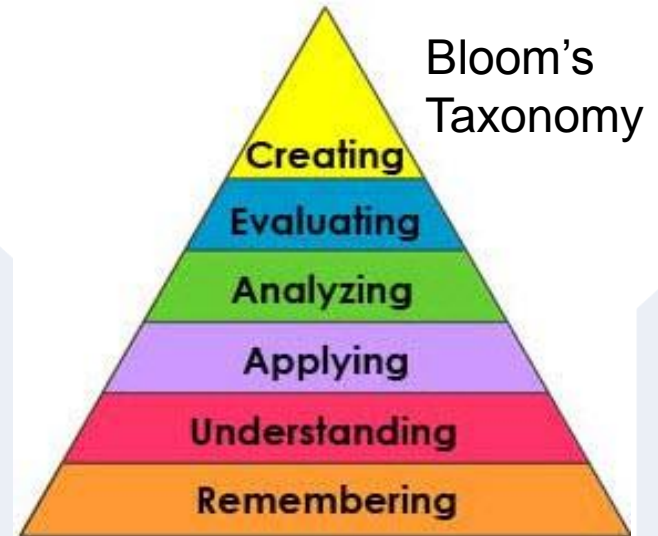
## 2. Targeted Needs Assessment

- Who is the target audience?
- Who are the stakeholders?
  - How are they impacted?
  - What information do you need from them?

Stakeholder	Role/How impacted by problem?	Relevant information	Assessment method	Resources required
Fellows	Target audience	Teaching skill perception / observation	Survey OSTE	Software OSTE Faculty / Facility
Medical students	Learners	Learning needs	Clerkship evaluations	Database access
Faculty	Fill in teaching gaps	Volume of teaching effort	Survey	Survey software

# 3. Goals and Objectives

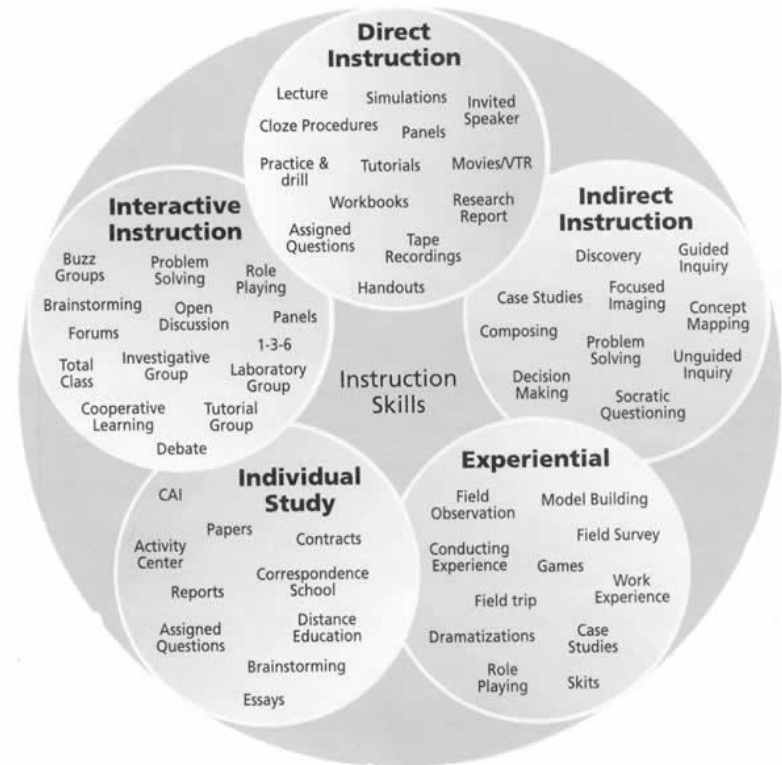
- Construct an overall educational goal
- Compose objectives for:
  - Individual learners
  - Program





# 4. Educational Strategies

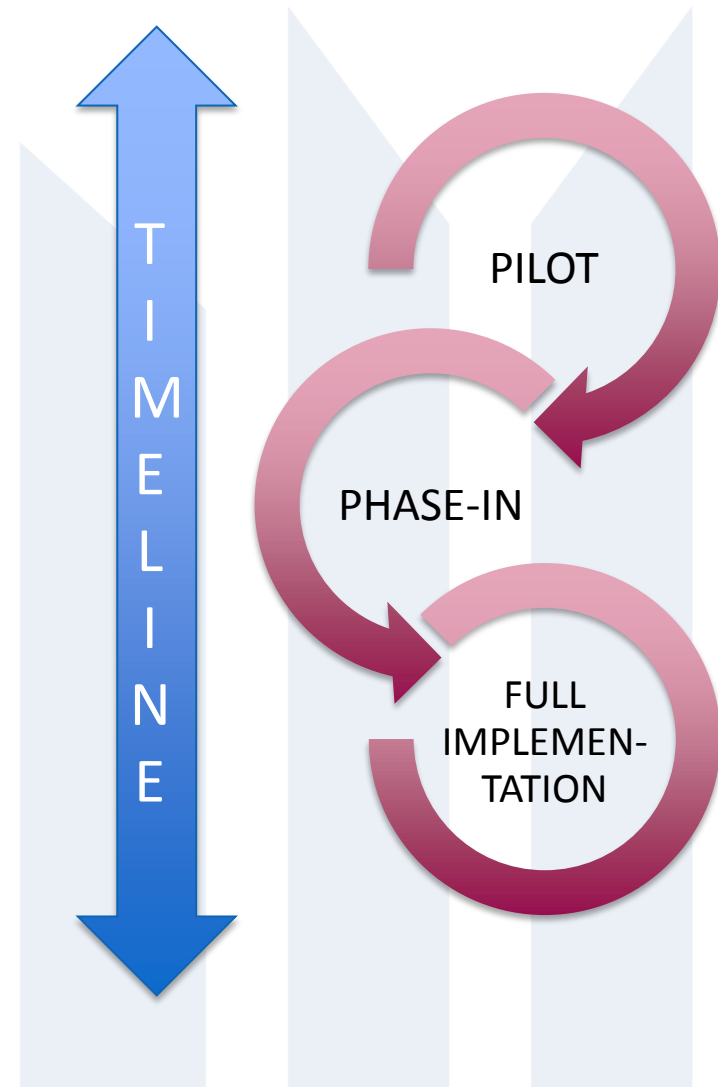
- Create 1-2 educational strategies aligned with:
  - Objectives
  - Resources required



General Objective	Specific Learning Objective	Educational Strategy	Resources Required
Improving fellow teaching	Fellows use OMP model	Demonstration / Role Play	Faculty, space

# 5. Implementation

- What support exists for the curriculum?
  - Whose buy-in is needed?
- Identify existing resources or needs and potential barriers:
  - Personnel
  - Time
  - Space
  - Funding/Costs



## 6. Evaluation and Feedback

- Who will use the evaluation and for what purpose?



Assessment

Evaluation

# Consider Opportunities for Scholarship

1. Problem Identification and Needs Assessment
- 2. Targeted Needs Assessment**
3. Goals and Objectives
- 4. Educational Strategies**
5. Implementation
- 6. Evaluation and Feedback**

**Curriculum as a  
“Whole Package”**

# For More Information:

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Reference:

Kern DE, Thomas P. (2015). *Curriculum development for medical education: A six-step approach*. Baltimore: Johns Hopkins University Press.