Effective Teaching in Practice

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Disclosures

• No financial disclosures
Topics

- Principles of Adult Learning
- Teaching Rapidly
- Operative Teaching Strategies
- Giving Feedback
- Documenting your Efforts
Principles of Learning

Learning is more likely to stick when it is...

- Problem-Centered
- Supportive Environment
- Experience Oriented
- Active, not Passive
Principles of Learning

Orient the learners

Set expectations and negotiate goals

Hello! I'm going to rise to your expectations

Their goals

Your goals

Experience Oriented

Supportive Environment
Principles of Learning

Practical Tips:

- Tell real stories
- Put the learner in your shoes
- Be QUIET
- Think out loud

Problem-Centered
Active, not Passive
Principles of Learning

Based on this segment, what are things that you will:

START DOING

STOP DOING

CONTINUE DOING

- Problem-Centered
- Supportive Environment
- Experience Oriented
- Active, not Passive
Teaching Rapidly...

...aka “Five Micro-Skills for Teaching”
Teaching Efficiently

- Identify the learner’s needs
- Teach rapidly
- Provide feedback

Can it be done in 5 minutes?
Five Micro-Skills of Teaching

1. Get a commitment
   - What do you think is going on with this patient?
   - What investigations do you want?

2. Probe for evidence
   - What led you to that conclusion?
   - What else did you consider?

3. Teach general rule
   - All adrenal nodules >4cm in size should be referred for surgery, although you must rule out a functional tumor first

4. Reinforce positives
   - It’s great that you considered pheochromocytoma
   - Getting an adrenal protocol CT was the best next step

5. Correct errors
   - Biopsy of an adrenal mass is almost never indicated
   - The most sensitive test for pheo is plasma metanephrines

All adrenal nodules >4cm in size should be referred for surgery, although you must rule out a functional tumor first.
Operative Teaching Strategies
Operative Teaching Strategies

This case needs to be quick
How much can I trust the resident?

Pre-Briefing
De-Briefing

“Set a Timer”
General Feedback Strategy
General Feedback Strategy

Giving
- Label feedback
- Establish a respectful dialogue
- Create shared goals
- Share descriptive, constructive details based on direct observation
- Ask for understanding
- Develop an action plan

High Yield Feedback Tips

ASK

ASK

TELL
Documenting Your Efforts
Documenting Your Effort

On your CV

- Teaching in Courses
- Formal Teaching
- Clinical Supervisory/Training Responsibilities

Overview of your activities

- Include description, location, time

Omits educational impact
Documenting Your Effort

Teaching Portfolio

• Education Philosophy
  • 2-3 paragraphs
• Educator Effectiveness Evidence
  • Teaching Activities
  • Include learner comments
• Educational Scholarship
• Educational Leadership
  • Curriculum Development
  • Program Development

More descriptive, includes evidence of impact
Key Points

- Learning is more likely to stick when it is:
  - Problem-centered
  - In a supportive environment
  - Experience-oriented
  - Active, not passive
- 5 Micro-Skills for Teaching:
  - Commit → Probe → Teach General Rule → Reinforce → Correct
- Operative Teaching Strategies:
  - Pre-brief & De-brief
  - Set a timer
Thank You!

Questions?

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Resources

- Teaching Portfolio Resources:
  https://www.duq.edu/about/centers-and-institutes/center-for-teaching-excellence/academic-careers/landing-an-academic-job/teaching-portfolio