Faculty Development: What does it mean and how can a program provide it?

APDVS Meeting
Chicago, IL
March 25, 2011

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Faculty Development

- Program Requirements
- What does it mean?
- How can a program provide it?
- How do I prove it?
- Where can I get it
Faculty Development PRs

II.B.1.b) The faculty must administer and maintain an educational environment conducive to educating residents in each of the ACGME competency areas.

VC  Program Evaluation and Improvement
   VC1  The program must document formal, systematic evaluation of the curriculum at least annually. The program must monitor and track each of the following areas:
      VC1b  faculty development;

   VC2  If deficiencies are found, the program should prepare a written plan of action to document initiatives to improve performance in the areas listed in section V.C.1. The action plan should be reviewed and approved by the teaching faculty and documented in meeting minutes.
What does it mean?

• Activities should – over time – include
  • CME-type activities directed toward acquisition of clinical knowledge and skills,
  • Activities directed toward developing teaching abilities, professionalism, and abilities for incorporating PBLI, SBP, and IPCS into practice and teaching.
  • Activities directed toward developing teaching techniques, teamwork, giving feedback, assessment of resident techniques (Didactic (conferences, grand rounds, journal clubs, lecture-based CME events))
• Experiential (workshops, directed QI projects, practice-improvement self study).
How can a program provide it?

Examples*

• Attending PD Meetings
• Attending other GME Meetings
• Continuing Education Opportunities (Department/Division/College/University/Local/Regional/National)
  • Teaching Techniques
  • Assessment and Evaluation
  • Research
  • Giving Feedback
• Scholarly Activity

*not inclusive
How can a program provide it?

Sample GME Agenda:
Faculty Development Workshop/Meeting/Session
1. Core Competency Review
2. Goals and Objectives
   • How to write them in the Core Competency Language
3. Evaluation Tools
4. Systems Based Practice and Practice Based Learning
   • How to teach? How to evaluate?
5. Annual Program Review
How can a program provide it?

- Example—Topic for Department/Division “Faculty Development” Meeting

- Global Rating Form Descriptors
  - Discussion and agreement upon level of competency/skill for each descriptor
    - EG What does “Superior” mean?
    - Reach a common understanding among all faculty
How do I prove it?

- Faculty participation in faculty development activities should be monitored, recorded, and available at Site Visit.
- Survey Residents after Faculty Educational Sessions (use results to guide further development)
  - Capture results and resultant actions in action plans
  - Resurvey to show improvement (a la pre/post testing)
How else do I prove it?

- Written improvement action plan
- Data may be collected by annual review of updated CVs or by a separate annual survey.
- Based on one or more outcome measure(s) and reflect a program PDSA cycle
- Must be available for the site visitor