

The Educational Planning Process: GNOME

Teaching of Tomorrow November 2017
Warren Ferguson, MD



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Goals, Intended Learning Outcomes (Objectives)

- My goal is to provide a **framework** for the teaching and learning in TOT
- I hope you will be able to remember the steps in the **Educational Planning Process** and be eager to learn more

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Deliberate Practice

You want me to plan every time I teach--Really? I don't have time for that! I just wing it!

- › *"Excellence is an art won by training and habituation. We do not act rightly because we have virtue or excellence, but we rather have those because we have acted rightly. We are what we repeatedly do. Excellence, then, is not an act but a habit."*

› Aristotle

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The GNOME

GOALS
NEEDS
OBJECTIVES
METHODS
EVALUATION

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Consider your teaching of patients

- › Have made an assumption about a patient's goals for a visit and set the agenda wrongly?
- › Have you ever provided explanations to patients either above or below their level?

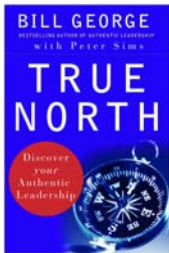
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Parallels Between Clinical Practice and Teaching

| WHAT YOU MIGHT DO AS A CLINICIAN | WHAT YOU MIGHT DO AS A TEACHER |
|---|--|
| › Negotiate Goals for Visit | › Set Goals for experience |
| › Assess patient's Needs | › Assess student's Needs |
| › Collaborate on desired patient management Outcomes | › Collaborate on desired behavioral Objectives |
| › Methods: medication, therapy, counseling, behavior change, etc. | › Lecture, readings, modeling, discussion, demonstration, etc. |
| › Evaluate: lab results, clinical course, re-examination | › Evaluate: observation, feedback and response to it, exams |

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Goals – the view from 10,000 feet



You need to understand goals to launch planning—examine the high level view in order to map out the route.

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What are our goals? What are your goals?

- › To encourage the deliberate practice of good teaching
- › To help you enjoy teaching
- › To have better educational outcomes for our learners

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Needs Assessment

Where is the learner/audience NOW ?

(How prepared is he/she?

What are his/her relevant

- › Knowledge
- › Skills
- › Values or Attitudes



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Objectives are foundational to curricular architecture

› What are you trying to accomplish?

- You and learners should know at the outset what you are hoping to achieve through your curriculum

› What will success look like?

- Objectives typically will also pave the way to evaluating your outcomes

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Learning Objectives

Should be clearly stated at the beginning

They are useful for the student:

- a way to establish and articulate expectations for students so they know precisely what is expected of them

Objectives are also useful for the teacher/coach/mentor

- purposeful sequencing of expectations across multiple learning stages
- a way to structure, sequence, and plan out progress toward goals

Just as we are flexible with patients, objectives should be based on not only goals but the needs assessment

Methods

Chosen based on:

- Objectives
- Learning Styles
- Available resources



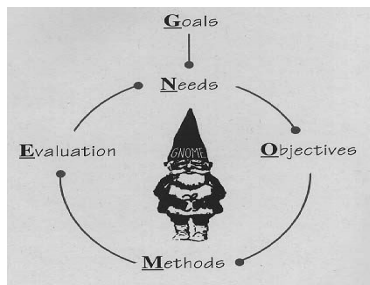
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Evaluation

Has the Objective
been accomplished?
Did you move the
learner closer to the
goal?



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**Think of something that can be
taught in less than 5 minutes**



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Active Practice: “GNOME” it

Let's go through the steps of teaching this

G oals

N eeds Assessment

O bjectives

M ethods

E valuation



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