

## 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
<ul style="list-style-type: none"> <li>› Negotiate Goals for Visit</li> <li>› Assess patient's Needs</li> <li>› Collaborate on desired patient management Outcomes</li> <li>› Methods: medication, therapy, counseling, behavior change, etc.</li> <li>› Evaluate: lab results, clinical course, re-examination</li> </ul>	<ul style="list-style-type: none"> <li>› Set Goals for experience</li> <li>› Assess student's Needs</li> <li>› Collaborate on desired behavioral Objectives</li> <li>› Lecture, readings, modeling, discussion, demonstration, etc.</li> <li>› Evaluate: observation, feedback and response to it, exams</li> </ul>

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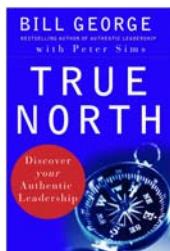


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## Goals – the view from 10,000 feet



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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***

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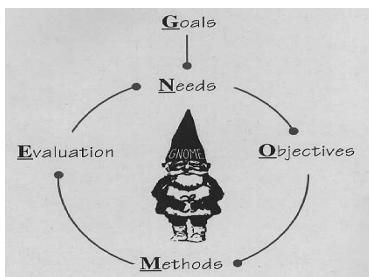
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**Think of something that can be  
taught in less than 5 minutes**

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## Active Practice: “GNOME” it

Let's go through the steps of teaching this

## Goals

## Needs Assessment

## Objectives

## Methods

## E valuation



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