The Educational Planning Process: G N O M E

Teaching of Tomorrow

November 2022

UMass Chan
MEDICAL SCHOOL

OBJECTIVES

- To provide a framework for the teaching and learning in TOT

- To review and practice the steps in the educational process

DELIBERATE PRACTICE

- Wait…you want me to plan each and every time I teach?

- Really? I don't have time for that!

- Can't I just wing it?

DELIBERATE PRACTICE

- *"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."*
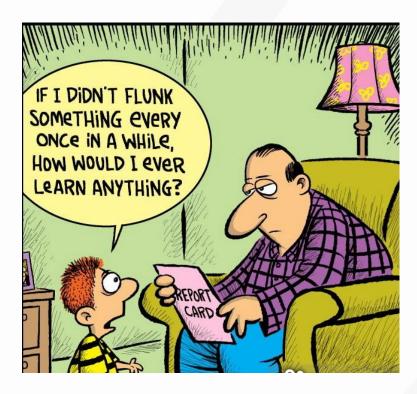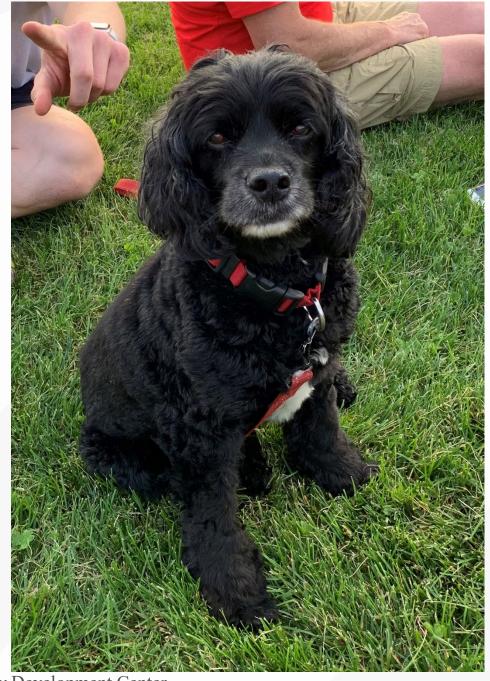
- Aristotle

THE GNOME

- **G**OALS
- **N**EEDS
- **O**BJECTIVES
- **M**ETHODS
- **E**VALUATION

EDUCATIONAL PROCESS

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CONSIDER...

- Have you made an assumption about a patient's goals for a visit, resulting in an incorrect agenda?

- Have you ever provided explanations to patients either above or below their level of understanding?

PARALLELS:

WHAT YOU MIGHT DO AS A **CLINICIAN**

- Negotiate Goals for Visit

- Assess patient's Needs

- Collaborate on desired patient management Outcomes

- Methods: medication, therapy, counseling, behavior change, etc.

- Evaluate: lab results, clinical course, re-examination

WHAT YOU MIGHT DO AS A **TEACHER**

- Set Goals for Experience

- Assess student's Needs

- Collaborate on desired behavioral Objectives

- Lecture, readings, modeling, discussion, demonstration, etc.

- Evaluate: observation, feedback and response to it, exams

GOALS

- View from 10,000ft

- Allows mapping out the route you will take

- Helps with curriculum planning

GOALS
Yours, Mine, Ours

To encourage the deliberate practice of good teaching

To help you enjoy teaching

To have better educational outcomes for our learners

![UMass Chan Medical School logo]

NEEDS ASSESSMENT

- Where is the learner (or audience) right now

  How prepared are they?

- What are their relevant
  - Knowledge
  - Skills
  - Attitudes/values

"I think my spell-checker is broken. It keeps changing l-u-c-k to p-r-e-p-a-r-a-t-i-o-n."

GLASBERGEN

OBJECTIVES

- What are you trying to accomplish?

- What will success look like?

LEARNING OBJECTIVES

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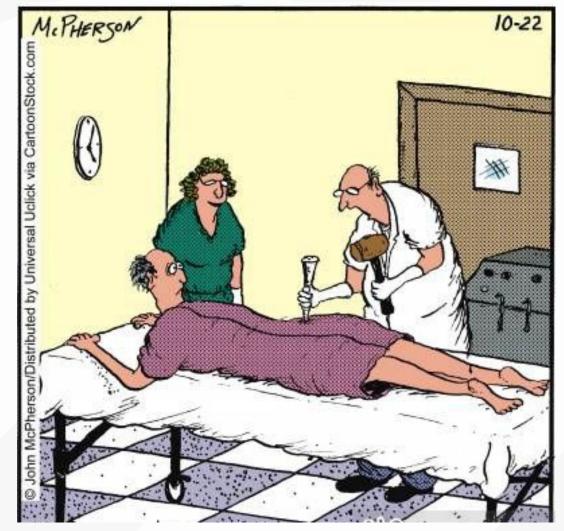
- Based upon:
  - Objectives
  - Learning Styles
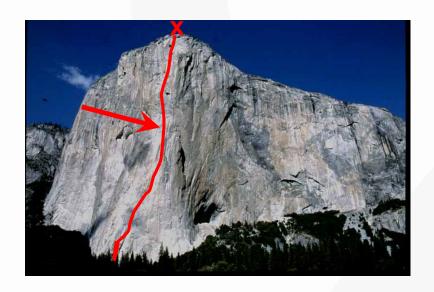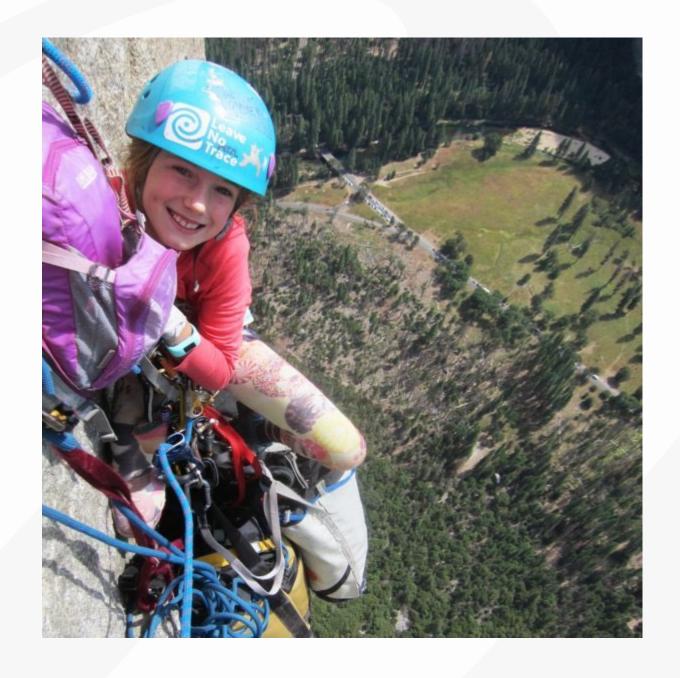 - Available resources

"When it comes to bustin' a kidney stone, the old methods are still the best."

Evaluations

Have the objectives been reached?

Is the learner closer to the goal?

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

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DELIBERATE PRACTICE

Let's go through the steps of teaching this…

- **G**oals
- **N**eeds
- **O**bjectives
- **M**ethods
- **E**valuation