

Postgraduate Certificate in Medical Education

2021-2022

Course code: 2122CPBM01

COURSE GUIDE

Welcome and introduction

Welcome to the **Postgraduate Certificate in Medical Education**, a University of Cambridge award offered by the Institute of Continuing Education (ICE), designed collaboratively with the University of Cambridge, School of Clinical Medicine's Clinical Deanery. The Postgraduate Certificate is taught and awarded at FHEQ level 7 (i.e. at master's level) and attracts 60 credits at level M. The award is completed in one academic year. For further information about academic credit please see our website, <http://www.ice.cam.ac.uk/studying-with-us/information-for-students>.

Introduction and background

The '*professionalisation*' of medical education means that all doctors are expected to develop skills as educators and trainers. This is already reflected in GMC professional standards¹ (aligned to the Academy of Medical Educator Professional Standards²) and, for those working in University settings, the increased emphasis on fellowship of the HEA at the appropriate level³. Until recently, these standards have been promoted for the Consultant and GP workforce, particularly those with educational roles and responsibilities. A new Generic Professional Capabilities Framework, launched by the GMC in 2017, extends educator development into training programmes of all specialties: it has to be integrated into all specialty training curriculum by 2020⁴. The design of the Postgraduate Certificate and the new progression award to Postgraduate Diploma and Masters programme reflects the increasing emphasis placed on educator development at all stages of a medical career.

The focus of the Postgraduate Certificate is the development of your own educational practice. We explore strategies for teaching in academic and clinical environments, including one-to-one, small group and large group teaching methods. We introduce you to educational theories and models, considering how they can help you develop your approaches to teaching, learning support and assessment. For those who wish to progress to the Postgraduate Diploma there is the opportunity to extend and develop your practice as an educator, educational leader and faculty developer.

The Postgraduate Diploma adds to the core learning in the Postgraduate Certificate but offers opportunities to extend expertise in curriculum design, assessment practices, faculty development and educational supervision (i.e. longitudinal roles that include mentoring, supervision and appraisal of doctors in training and medical students). This builds upon and strengthens the strong appreciation of the ways learning is supported in clinical environments that arises from the Postgraduate Certificate.

Both programmes have been developed to meet the Generic Professional Capabilities Framework, launched by the GMC in 2017. This extends educator development into training programmes of all specialties: it has to be integrated into all specialty training curriculum by 2020⁵. The Postgraduate Certificate reflects mainly on Learning Environment and Culture, Supporting Learners and supporting educators. The design of the Postgraduate Diploma reflects the increasing emphasis placed on educational and educational leadership roles.

¹ GMC (2016) Promoting Excellence. Standards for Education and Training. Accessed at: <http://www.gmc-uk.org/education/standards.asp>

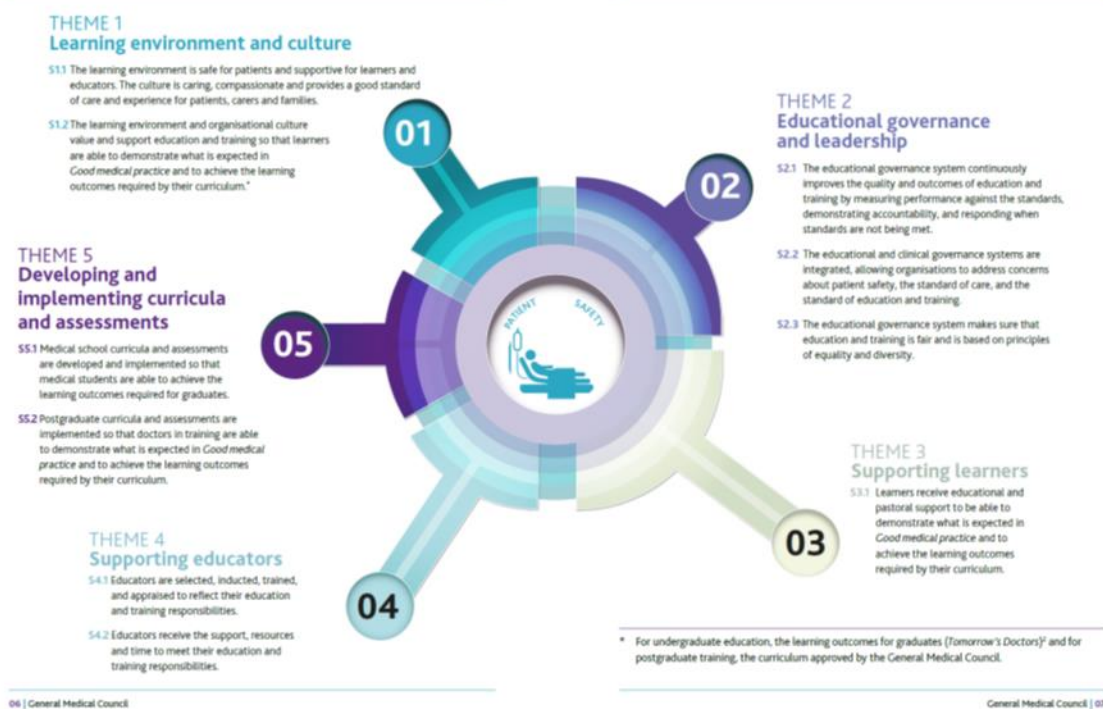
² AoME Professional Standards. Accessed at: <http://www.medicaleducators.org/Professional-Standards>

³ Higher Education Academy information about fellowship. Accessed at: <https://www.heacademy.ac.uk/individuals/fellowship/fellow>

⁴ GMC (2017) Generic Professional Capabilities Framework. Accessed at: https://www.gmc-uk.org/-/media/documents/generic-professional-capabilities-framework--0817_pdf-70417127.pdf

A Master levels (MST) course commenced in September 2019 runs as part of the three year programme. At present we can only accept students who have completed the Postgraduate Certificate and Diploma in Cambridge.

The ten standards



¹ GMC (2017) Generic Professional Capabilities Framework. Accessed at: https://www.gmc-uk.org/-/media/documents/generic-professional-capabilities-framework--0817_pdf-70417127.pdf

The Postgraduate Certificate comprises three modules providing a total of approximately 90 contact hours with additional between-module reflection, study and assignment work. A virtual learning environment (VLE) will support students' learning throughout the programme. The three modules are:

- Core models and skills in medical education
- Applying teaching models to your role as an educator
- The role of assessment, feedback, reflection and evaluation

The Postgraduate Certificate in Medical Education is designed to support existing and teachers new to Medical Education, to help those teaching in health care settings both at undergraduate and postgraduate levels. The programme is designed to support teachers who are working in primary, secondary or tertiary care in medicine and also those who are working in professions allied to medicine. For example, some may be working with mainly undergraduates in hospital settings, while others may be dealing with postgraduate trainees in primary or secondary care. We also have an increasing number of participants from other disciplines including public health, immediate care, dentistry and veterinary medicine. The programme aims to teach principles of teaching based on the evidence and models of adult learning but how to apply these medical settings, and, as far as is possible, teaching sessions will be tailored to be relevant to the course participants particular working environments. Whilst

the course was designed specifically to aid those working in primary and secondary care much of the content is relevant to other allied professions (for example Public health, immediate care, Nursing, Veterinary Science and Dentistry).

We encourage applicants of all grades from the more junior to the more senior and from a range of specialties and experience. We have found that as the course progresses a learning community develops and that this aids the participant's development as they learn from each other as well as from the course itself.

The Postgraduate Certificate has been designed with explicit reference to professional standards and guidelines. The two most pertinent sets of standards are the Academy of Medical Educators Professional Standards for Medical, Dental and Veterinary Educators (2014)⁶ and the GMC Promoting Excellence: Standards for Educators (2017)⁷.

The Academy of Medical Educators guidance divides the skills and knowledge into a framework of seven themes. The programme is designed to ensure that you as a medical educator are aware of these and for each one acquire the knowledge, skills and practice that underpin each of the seven framework areas as follows:

1. Ensuring safe and effective patient care through training
2. Establishing and maintaining an environment for learning
3. Teaching and facilitating learning
4. Enhancing learning through assessment
5. Supporting and monitoring educational progress
6. Guiding personal and professional development
7. Continuing professional development as an educator

Participants acquire through the programme a grounding in each of these areas, which will be backed up by referral to the evidence base available in medical educational literature. The teaching will also be experiential and is designed to expose participants not just to theory but to a demonstration of how it can be applied. Participants will be required to maintain an educational log in electronic form where they can reflect on what they have learned as well as reflect on how to put this into practice. The Postgraduate Certificate has an important formative element of reflection and peer review to help participants develop as learners, try out ideas and to reflect on what they experience and how they might use this experience as learners to carry this forward into their roles as a teacher.

The syllabuses for each of the modules are included in this document. The reading list and resources are available once accepted onto the programme and within the VLE.

The programme is designed to:

- Meet recommendations of the GMC and Academy of Medical Educators
- Address GMC Generic Professional Capabilities in Education and Training
- Contribute to continuing professional development of doctors and allied professionals in an integrated clinical and teaching environment to stimulate more inter-professional education
- Develop a cohort of professionals who will pursue and develop their roles as teachers in the field of medical education

⁶ AOME Professional Standards are accessible here:

http://www.medicaleducators.org/write/MediaManager/AOME_Professional_Standards_2014.pdf

⁷ GMC Promoting Excellence: Standards for Educators are accessible here:

<https://www.gmc-uk.org/education/standards.asp>

- Develop a cohort of students that on successfully completing the programme will have gained skills and knowledge to:
 - Ensure safe and effective patient care through training
 - Establish and maintain an environment for learning
 - Teach and assess learning and apply core theoretical principles to their own educational contexts
 - Support and monitor educational progress
 - Guide personal and professional development

Attendance at face to face and online sessions

Attendance at the teaching sessions is an important element of the course. These dates are specified in advance. Students are asked at interview to confirm that they can attend face to face/online sessions prior to being offered a place on the course.

If students miss a session this will have an impact on their studies where value is placed on peer learning and working with a specific tutor group. We expect students to attend a minimum of 7 out of 9 face to face/online teaching sessions. From 2020, we will record online sessions so if you cannot attend at the time you can have access to the sessions in your own time. We would ask you to let us know if this is the case so we can record attendance.

If more than 2 sessions are missed, students will need to discuss their continuation on the course with the Course Director who may feel that intermission from studies, or studying on a not-for-credit basis is more appropriate at that time.

As busy professionals we do appreciate the challenges of part-time study. If students are unable to attend a session they should notify a member of the administrative team (meded@ice.cam.ac.uk) as soon as possible who will then notify the Course Director and the teaching team. Students may be asked to complete additional tasks to ensure they are not disadvantaged by missing a session.

The course is taught through a mixture of face-to-face and online sessions. During online sessions the course content will be delivered, and the learning outcomes met, through the use of the video-based teaching platforms. The course Virtual Learning Environment (VLE) will be used throughout the course. Please note that this will be reviewed in line with the latest public health guidance available at the time. If required, to ensure the health and safety of students, we may look to utilise alternative teaching formats and will contact students if we expect changes to the course delivery

Teaching staff

Academic Director

Dr Diana Wood: Clinical Dean and Director of Medical Education at the University of Cambridge School of Clinical Medicine

Course Director

Dr Jeremy Webb is a General Practitioner and is Course Director for the Postgraduate Certificate in Medical Education and Clinical Sub dean for Staff Development at the University of Cambridge, School of Clinical Medicine, jw349@medschl.cam.ac.uk

Lead Tutor Postgraduate Certificate and Course Director for Postgraduate Diploma and MST

Prof Clare Morris is an experienced medical educator and scholar with a keen interest in the ways in which learning is supported in clinical environments. As well as her role at Cambridge, Clare is a Reader in Medical Education Research and Development at Queen Mary University London.

Co-Facilitators

Dr Mark Lillicrap: Consultant Rheumatologist and Clinical Sub dean (Curriculum) School of Clinical Medicine, University of Cambridge

Dr Anita Gibbons: Consultant Gastroenterologist, Sub Dean Hinchingsbrooke Hospital, School of Clinical medicine

Dr Nicholas Schindler: Paediatric Registrar and Royal College of Paediatrics and Child Health Trainee Representative for Examinations and Assessment

Tutors

Dr Mark Lillicrap: Consultant Rheumatologist and Clinical Sub dean (Curriculum) School of Clinical Medicine, University of Cambridge

Dr Marie Locke: General Practitioner and Managing Director of M.E Medical Education Consultancy

Dr Rachel Morris: General Practitioner and Director of Leadership Courses for a National Primary Care Training Company

Dr Maria Ross-Russell: Head of Dental Service and Clinical Lead Cambridgeshire Community Services NHS Trust

Dr Nicholas Schindler: Paediatric Registrar and Royal College of Paediatrics and Child Health Trainee Representative for Examinations and Assessment

Dr Alexandra Rowland: Registrar in Obstetrics & Gynaecology, HEE Foundation Education Fellow, lead pre-clinical Tutor for Human Reproduction at Caius College and Tomorrow's Teachers Faculty

Dr Anita Gibbons: Consultant Gastroenterologist, Sub Dean Hinchingsbrooke Hospital, School of Clinical medicine

Dr Andrew Powlson: Consultant Endocrinologist, Addenbrooke's Hospital and School of Clinical Medicine, University of Cambridge.

Administrative staff

Head of Academic Centre Administration – Professional Studies: Gillian Barclay, Email: gillian.barclay@ice.cam.ac.uk , Tel: 01223 760063

Academic Centre Coordinator – Professional Studies: Jill Noble, Email: jill.noble@ice.cam.ac.uk , Tel: 01223 746237

Academic Centre Administrator – Professional Studies: Liz Webb, Email: liz.webb@ice.cam.ac.uk , Tel: 01223 746408

Venue

Madingley Hall is the University of Cambridge's campus dedicated to continuing education for adults. The magnificent Hall was built in the sixteenth century and acquired by the University in 1948. The Hall has been used by the Institute of Continuing Education as a venue since 1975.

Any face-to-face sessions will be taught in one of 14 classrooms at Madingley Hall and, occasionally, at other venues. Classrooms are arranged and equipped to encourage effective small group learning and peer interaction. Technology-enhanced learning, interactive workshops, including lecture capture where appropriate, are used in many classes and Wi-Fi is available throughout the site.

On site we also provide a range of social learning spaces which you can make use of before, or after, your class. Seven acres of superb gardens and grounds designed by Capability Brown provide space to think, reflect and relax. We offer a range of catering including formal dining, sandwiches and snacks, and a full-service bar. If you are travelling a long distance you may wish to book accommodation in one of the Hall's 62 en suite bedrooms.

The Hall is situated three miles west of Cambridge with easy access from the M11 and the A14. There is ample free on-site car parking. Central London and Stansted Airport can be reached in under an hour by train from Cambridge railway station. Taxis from the railway station to Madingley Hall typically take around 20-25 minutes. Full directions are given on our website at: <http://www.ice.cam.ac.uk/about-us/how-find-us> .

Contact details of ICE

Institute of Continuing Education
University of Cambridge
Madingley Hall
Madingley
Cambridge
CB23 8AQ
T: 01223 746222
Website: www.ice.cam.ac.uk
Email: meded@ice.cam.ac.uk

Please also refer to the 'Information for students' section on ICE's website www.ice.cam.ac.uk/studying-with-us/information-for-students and the 2020/21 Student Handbook for award-bearing courses for further information and guidance relating to all aspects of the course including study skills, assignments, assessment and moderation. The Course Information and Help and Guidance section of the ICE VLE will also contain valuable information specific to your course.

Postgraduate Certificate – course outline

- Module 1 – Core skills in medical education
- Module 2 – Applying teaching skills to practice*
- Module 3 – The role of assessment, evaluation and feedback*

Postgraduate Certificate – Summary of module content

Introduction to core models and skills required in teaching in medical Education, including teaching using remote platforms

Applying teaching models and skills to your practice

Principles of assessment, feedback, reflection and evaluation

POSTGRADUATE CERTIFICATE IN MEDICAL EDUCATION

Syllabus for first module

Module 1: Core skills in Medical Education

Dates*:	
Cohort 1:	30 th September, 1 st October, 27 th October, 1 st December 2021
Cohort 2:	14 th , 15 th October, 3 rd November, 3 rd December 2021
Time:	9.30am - 4.30pm
Venue*:	
Cohorts 1 & 2	Virtual Classroom, Madingley Hall, Madingley, Cambridge, CB23 8AQ

**Please note that teaching dates and venue for this unit are provisional and may be subject to change in accordance with government/University guidelines*

Aims

The first module is designed to introduce you to Medical Education as a discipline and to demonstrate that there is an evidence base for many of the educational methods that are discussed. It is also designed to encourage you to think about and reflect on your role as a learner on the course as well as an educator. It is designed to help you to think about the needs of your students and how you can use some of the theory to plan and deliver teaching in health care settings when working with both groups of learners and with individuals. This module will also enable you to:

- ensure safe and effective patient care through training
- establish a safe and supportive learning environment
- teach and facilitate learning
- introduce you to the concepts of reflective learning and the study skills to help you at Masters level courses

Content and presentation of the module

The module will start with an introduction to some of the core principles in Medical Education within healthcare settings. It will include discussion of the principles of adult learning and how these can be applied to teaching within healthcare settings. There will be an introduction to assessment of a learner's starting point and exploration of how learners can be at different stages of self-direction. There will be discussion of what motivates learners to learn and how assessment practice can affect this. The core principles will then be related to working with individuals, to small groups and larger groups of learners. It will look at teaching and learning in the clinical setting, including with patients, and also more formal teaching. There will be an introduction to planning teaching episodes, setting intended learning outcomes and how adaptability and flexibility can be a core skill.

Each theoretical session will be followed by smaller group work looking at the application to your own role as a teacher and how you can work to support your own learners. Wherever possible small groups will be used so that you can work with others with similar experiences to provide a peer support network.

Finally, you will be encouraged at each stage to reflect on what you have done as learners, what you have learned and what you can do to apply this to your own role as a teacher. Reflection is encouraged both when working in the group sessions face to face as well as by completing either a learning log or some other form of reflective material that can be uploaded to the VLE (For example an audio or video diary, a presentation). Students are required to provide evidence of ongoing reflection as part of the assessment process for the course.

The module will be supported with online learning materials and you will be required to record a regular entry in your personal learning log in the VLE. All students will be expected to be able to access the online Virtual Learning Environment (VLE) and to submit assignments by uploading them to the VLE.

Provisional dates

	Cohort 1	Cohort 2	Topics
9.30am - 4.30pm	Thursday 30 September 2021	Thursday 14 October 2021	Introduction to teaching in medicine
3.30pm			Meet small group tutors
9.30am - 4.30pm	Friday 1 October 2021	Friday 15 October 2021	Introduction to teaching in clinical settings and teaching with patients Including adapting to teaching remotely
9.30am - 1pm	Wednesday 27 October 2021	Wednesday 3 November 2021	Introduction to educational theory – working with small groups face to face and when teaching remotely
2pm - 4.30pm			Reading and writing at Masters level Introduction to library and educational support in Cambridge
9.30am - 1pm	Wednesday 3 December 2021	Friday 5 December 2021	Applying educational theory to working with larger groups live and remotely
2pm - 4.30pm			Introduction to reflection and reflective writing Providing evidence of learning Support for first assignment Meeting with tutors <ul style="list-style-type: none"> • Review • Evidence of reflection • Essay Q and A

Please note that these dates are provisional and whilst every effort is made to avoid changes to this programme, published details may be altered without notice at any time. The Institute reserves the right to withdraw or amend any part of this programme without prior notice.

Outcomes

- By the end of the first module participants should be able to write a literature review reflecting on key theories and how they apply to education in health care settings.

The course requires a commitment to reading and pre-class preparation, including some specific reading between class sessions.

Assignment 1 - Core skills in medical education

This assessment will consist of two parts:

1. Evidence of involvement in ongoing reflective learning.
2. A written assessment structured according to the guidance below totaling 4,500-5,500 words or the equivalent.

Write a literature review reflecting on three theoretical models that you have found particularly interesting arguing their relevance to education in health care settings. *Reflecting on these, consider how they have affected you as a learner on the course so far, and then postulate how they are going to affect you as an educator in the future.*

Closing dates for the submission of assignments to be confirmed.

Reading and resource list

Resources will be posted to the VLE and you will have access at the start of each module – the online learning materials for each session for the module should be looked at before the session and will contain links to electronic references available through the University Library and School of Clinical Medicine.

POSTGRADUATE CERTIFICATE IN MEDICAL EDUCATION

Syllabus for second module

Module 2: Applying teaching skills

Dates*:	
Cohort 1:	5 th January, 16 th February, 16 th March 2022
Cohort 2:	7 th January, 18 th February, 18 th March 2022
Time:	9.30am - 4.30pm
Venue*:	Virtual classroom, Madingley Hall, Madingley, Cambridge, CB23 8AQ

**Please note that teaching dates and venue for this unit are provisional and may be subject to change in accordance with government/University guidelines*

Aims

This module is designed to look at how educational theory and in particular in the healthcare setting can be adapted and applied in practice. It is designed to look at areas where you as a practitioner might feel less comfortable or familiar when teaching and also to start to consider how you can evaluate your own teaching and the skills that are used when providing feedback.

This module will also enable you to:

- ensure safe and effective patient care through training
- establish a safe and supportive learning environment
- teach and facilitate learning
- identify and support learners who face difficulties

Content and presentation of the module

The second module revisits some of the theoretical concepts discussed in the first but moves on to apply them to teaching in some more complex settings. It will start by looking at dealing with individuals and smaller groups but also discuss dealing with larger groups and with students at different stages of learning, for example differences between teaching undergraduates and postgraduates. In particular there will be discussion of how best to involve learners and to engage them and specifically cover issues such as:

- Teaching about consultation skills
- Teaching clinical reasoning
- How to teach examination
- How to teach within the workplace
- How to prepare a teaching plan

Towards the end of the module you will be required to plan and deliver a teaching session to your peers; this may be at the session itself or it will be videotaped and shown to a small group

of your peers. This will allow you to reflect on the skills that you have acquired in delivering teaching, as well as start to look at the skills required when giving feedback and working towards appraisal as well as starting to evaluate your own teaching in preparation for the third module.

The module will be supported with online learning materials and you will be required to record a regular entry in your personal learning log in the VLE.

Provisional dates

	Cohort 1	Cohort 2	Topics
9.30am - 4.30pm	Wednesday 5 January 2022	Friday 7 January 2022	Applying educational theory to working with individual learners <ul style="list-style-type: none"> • Introduction to feedback • Skills for one to one conversations with learners and starting to think about reasoning
9.30am - 4.30pm	Wednesday 16 February 2022	Friday 18 February 2022	Applying educational models to teaching skills <ul style="list-style-type: none"> • Communication • Clinical skills • Clinical Reasoning
9.30am - 3pm	Wednesday 16 March 2022	Friday 18 March 2022	Principles of assessment 1 <ul style="list-style-type: none"> • Work based assessment • Clinical Competence
3pm - 4.30pm			<ul style="list-style-type: none"> • Meet your tutors – • Q and A Present your formative assignment and teaching plan

Please note that these dates are provisional and whilst every effort is made to avoid changes to this programme, published details may be altered without notice at any time. The Institute reserves the right to withdraw or amend any part of this programme without prior notice.

Outcomes

By the end of the module

- Participants should be able to demonstrate how they have understood and planned to apply a range of theoretical educational models to their own practice as teachers in health care settings
- They should demonstrate how they have reflected on their existing skills and identify areas that they need to develop in order to become more effective teachers.

The course requires a commitment to reading and pre-class preparation, including some specific reading between class sessions.

Assignment 2 - Applying teaching skills

There is no summative assessment for this module, but participants should:

Provide evidence of ongoing involvement in reflective learning.

Provide a detailed plan for a teaching session that will be used when working with your own learners (e.g. large group, small group or with individuals). You will need to prepare some materials that can be used to illustrate your plans when you meet with your tutor and your peer group during the session on planning a teaching episode at the end of the second term.

Dates for preparation and presentation of teaching plan to be confirmed.

Reading and resource list

Resources will be posted to the VLE and you will have access at the start of each module – the online learning materials for each session for the module should be looked at before the session and will contain links to electronic references available through the University Library and School of Clinical Medicine.

Syllabus for third module

Module 3: The role of Assessment, Feedback, Reflection and Evaluation

Dates*:	
Cohort 1:	22 nd April, 18 th May 2022
Cohort 2:	22 nd April, 20 th May 2022
Time:	9.30am - 4.30pm
Venue*:	Virtual classroom, Madingley Hall, Madingley, Cambridge, CB23 8AQ

**Please note that teaching dates and venue for this unit are provisional and may be subject to change in accordance with government/University guidelines*

Aims

This module aims to introduce and explain important principles of giving feedback to learners to support their learning. The module also discusses some of the educational theory relating to assessment including different assessment methods. There is discussion about the importance of reflection in the learning cycle. Finally, it will look at evaluation of teaching. This module will also enable you to:

- Enhance your understanding of different assessment methods and the importance of matching the type of assessment to what you are trying to assess
- Enhance your understanding of the principles of how to give feedback
- Evaluate your teaching
- Understand the importance of reflection in learning for you as a learner and how to encourage this in your role as an educator.

Content and presentation of the module

The module will start by looking at different types of assessment that can be used in medical education. It will look at the theoretical advantages and disadvantages as well as the constraints. It will discuss the importance of matching the learning method to the assessment method. There will be discussion of the problems that are common in giving feedback that is useful to the learner, and of different methods that are used in giving feedback. This will lead on to the role of educational supervisors and their role in assessing their trainees, providing feedback and encouraging their trainees to develop as self-directed and reflective learners.

There will be a session looking at ways of evaluating teaching and learning and you will be required to work with your peers in both giving feedback and helping to evaluate your own teaching.

You will be required to observe a teaching session and give feedback; this may be at a session itself or it will be videotaped and shown to a small group of your peers. This will allow you to reflect on the skills that you have acquired in assessing and evaluating teaching and giving feedback.

The module will be supported with online learning materials and you will be required to record a regular entry in your personal learning log in the VLE.

Provisional Dates

	Cohort 1	Cohort 2	Topics
9.30am - 1pm	Friday 22 April 2022	Friday 22 April 2022	Skills for feedback and having developmental conversations <ul style="list-style-type: none"> • Applying feedback skills to practical situations
2pm - 4.30pm			Principles of assessment 2 <ul style="list-style-type: none"> • Summative assessments
9.30am - 1pm	Wednesday 18 May 2022	Wednesday 20 May 2022	Principals and application of Evaluation <ul style="list-style-type: none"> • Evaluating your teaching • Evaluating this course
2pm - 5pm			<ul style="list-style-type: none"> • Reviewing your development • Meet your tutors • Planning peer review • Q and A planning final assignment
Date TBC Students to agree a date.			Peer observation and preparation for final assignment Materials relating to peer review are available on VLE

Please note that these dates are provisional and whilst every effort is made to avoid changes to this programme, published details may be altered without notice at any time. The Institute reserves the right to withdraw or amend any part of this programme without prior notice.

Outcomes

By the end of this module participants should be able to demonstrate an understanding of:

- how the theories discussed in your literature review apply to your own experience as a medical educator
- how you have assured and enhanced quality and, where relevant, how the requirements of external bodies and regulatory frameworks contribute to this
- how to examine your own practice in developing others in your team, faculty or department
- how to evaluate your own teaching, its effectiveness and quality

- How to evaluate your own skills in giving feedback and supporting learners.
- How to reflect on your experience as a learner and how this will apply to you as an educator

The course requires a commitment to reading and pre-class preparation, including some specific reading between class sessions.

Assignment 3 – The role of assessment, evaluation and feedback

This assessment will consist of two parts:

1. Evidence of involvement in the peer review process both as an observer and when being observed. You should complete and submit a peer review form for the person that you are observing and ask them to provide evidence of their observations when watching you teach as well. (Submit as an appendix)
2. A written assessment of between 4,500 and 5,500 words.

Write a reflective analysis demonstrating how you have developed as an educator throughout this course. In particular you should illustrate how your practice has been shaped by feedback (from peers and your learners) by your own critical reflection and by engagement with the learning literatures.

Outline your future plan for your continued development as an educator.

Dates for the submission of the final assignment are to be confirmed.

Postgraduate Certificate in Medical Education Background reading materials

Introduction

This guide is written to support you in the Postgraduate Certificate programme. This list of references is by no means exhaustive, but it is designed to introduce teachers in Healthcare-related professions to some of the educational theory that relates to teaching as a whole, to teaching adult learners and then moves on to illustrate how this can be applied to practical situations in which you might find yourself.

The course reading materials have been sub-divided into sections that relate to the individual modules of the programme. There is also material on the VLE that helps to summarise the main points that will be covered as well as giving ideas for personal reflection and links to electronic resources accessible via the University Library and associated libraries.

When first starting the programme there may be new language to learn and, therefore, it is helpful to be directed to some basic texts that introduce medical education as a specialty. The list below suggests some texts that may help to provide essential background material, as well as texts on educational theories and literature that relate to education in medicine and healthcare professions.

The context: professional standards for education and training

These are some of the materials that have been used to develop this course including links to relevant professional standards:

Academy of Medical Educators (2014) Professional standards for medical, veterinary and dental educators. Accessed at: COPDEND (2013) Standards for Dental Educators. Accessed at: December 2019

<https://www.medicaleducators.org/Professional-Standards>

GDC (2013) Standards for the Dental Team. (last accessed December 2019)

<https://www.gdc-uk.org/education-cpd/quality-assurance>

GMC (2008) Consent: patients and doctors making decisions together available at: www.gmc-uk.org/consent (last accessed 8 Nov 2019)

GMC (2012) Raising and acting on concerns about patient safety available at: www.gmc-uk.org/raisingconcerns (last accessed 8 Nov 2019), paragraph 9

GMC (2012) Recognising and approving trainers: the implementation plan. Accessed at: December 2019

<https://www.gmc-uk.org/education/how-we-quality-assure/postgraduate-bodies/recognition-and-approval-of-trainers>

GMC (2013) Good medical practice available at: www.gmc-uk.org/gmp (last accessed 8 Nov 2019)

GMC (2015) Promoting excellence standards for medical education and training. Available at: <http://www.gmc->

[Uk.org/Promoting_excellence_standards_for_medical_education_and_training_0715.pdf_61939165.pdf](http://www.gmc-uk.org/education/standards-guidance-and-curricula/standards-and-outcomes/generic-professional-capabilities-framework) (last accessed 8 Nov 2019)

GMC (2017) Generic Professional Capabilities Framework. Last Accessed Dec 2019 at

<https://www.gmc-uk.org/education/standards-guidance-and-curricula/standards-and-outcomes/generic-professional-capabilities-framework>

Health Education East of England (2014) Framework of the Training, Selection and Appraisal of Named Clinical and Educational Supervisors. Available at https://heeoee.hee.nhs.uk/sites/default/files/docustore/framework_for_the_training_selection_and_appraisal_of_named_clinical_and_educational_supervisors_0.pdf. (last accessed 8 Nov 2019)

Higher Education Academy (2011): Professional standards framework. Available at: <http://www.heacademy.ac.uk/ukpsf> (last accessed 8 Nov 2019)

NMC (2008) Standards to support learning and assessment in practice. NMC standards for mentors, practice teachers and teachers. Available at: <http://www.nmc.org.uk/globalassets/siteDocuments/NMC-Publications/NMC-Standards-to-support-learning-assessment.pdf> (last accessed 8 Nov 2019)

NMC (2015) The code for nurses and midwives. Available at <http://www.nmc.org.uk/standards/code/> (last accessed 8 Nov 2019)

Guidance on curriculum for medical, dental and healthcare professionals

These resources provide a professional context for educational roles in medicine, dentistry and health. They include outcomes and standards that form the basis for undergraduate education and postgraduate training.

GDC (2015) Standards for education. Standards and requirements for providers. Accessed at:

[https://www.gdc-uk.org/docs/default-source/quality-assurance/standards-for-education-\(revised-015\).pdf?sfvrsn=1f1a3f8a_2#:~:targetText=The%20Standards%20for%20Education%20are,expectations%20are%2](https://www.gdc-uk.org/docs/default-source/quality-assurance/standards-for-education-(revised-015).pdf?sfvrsn=1f1a3f8a_2#:~:targetText=The%20Standards%20for%20Education%20are,expectations%20are%2) Last accessed Dec 02 2019

GMC (2015) Outcomes for graduates (Tomorrow's Doctors). Available at: www.gmc-uk.org/undergrad_outcomes (last accessed 8 Nov 2019)

NMC (2010) Standards for pre-registration nursing education. Available at: <http://www.nmc.org.uk/standards/additional-standards/standards-for-pre-registration-nursing-education/> (last accessed 8 Nov 2019)

Introductory texts: medical, dental and healthcare education

The following texts provide a strong grounding in approaches to teaching, learning and assessment in medicine, dentistry and health. We have included some 'seminal' texts from professional education to offer a wider context. We expect your reading to have both breadth and depth; additional, subject specific references will be introduced with each on-line chapter. If you are planning to buy a 'core text' for the course, can we suggest either

Swanwick (2014) as a 'primer' and Mehay (2012) as a 'guide'. The texts by Dornan (2012) and Wood et al (2011) are also useful resources. For books offering strong theoretical underpinnings, see Cook et al (2012) and Hodges and Lingard (2012).

Bleakley A, Bligh J. and Browne J (2011) *Medical Education for the future*. Springer: London. (2011)

Cook V, Daly C and Newman M (2012) *Work-based learning in clinical settings. Insights from socio-cultural perspectives*. London: Radcliffe

Cooke M, Iby D and Obrien B (2010) *Educating Physicians. A call for reform of medical school and residency*. San Fransisco: Jossey-Bass.

De Cossart L and Fish D (2005) *Cultivating a thinking surgoen. New perspectives on clinical teaching, learning and assessment*. Tfm Publishing Ltd: Shrewsbury.

Dornan T., Mann K., Scherpbier A and Spencer J. (2011) *Medical Education. Theory and practice*. Churchill Livingstone: London.

Forrest K, McKimm J and Edgar S (Eds) *Essential simulation in clinical education*. London: Wiley-Blackwell. [Available as e-book]

Fry H, Ketteridge S and Marshall S (1999) *A Handbook for Teaching & Learning in Higher Education: Enhancing Academic Practice* London: Kogan Page.

GMC (2018) *The Reflective Practitioner, Guidance for Doctors and Medical Students*

https://www.gmc-uk.org/-/media/documents/dc11703-pol-w-the-reflective-practioner-guidance_pdf-78479611.pdf

Hays R (2006) *Teaching and Learning in Clinical Settings*. Oxford: Radcliffe

Hays R (2006) *Teaching and Learning in Primary Care*. Oxford: Radcliffe.

Hodges B and Lingard L (2012) *The question of competence. Reconsidering Medical Education in the Twenty-First Century*. Cornell University Press.

Kurtz S, Silverman J and Draper J (2004) *Teaching and Learning communication skills*. London: Radcliffe Medical Press.

LeFroy J, Whatling C, Teunissen PW, Brand P (2015) *The Do's and Don'ts and Don't Knows of Feedback for Clinical Education*
Perspect Med Educ. 2015 Dec; 4(6): 284–299

McKimm J and Swanwick T (2010) *Clinical Teaching Made Easy. A practical guide to teaching and learning in clinical settings*. London: Quay Books. *Note: this book brings together a commissioned series for the British Journal of Hospital Medicine. Chapters are therefore accessible via the journal.*

Mehay, R (2012) *The Essential Handbook for GP Training and Education*. London: Radcliffe. *Note: elements of this handbook can be accessed via the following website:*
<http://www.bradfordvts.co.uk/online-resources/> (last accessed 8 Nov 2019)

Mills D, Alexander P. Higher Education Academy (2018). Small Group Teaching: A toolkit for learning
<https://www.heacademy.ac.uk/knowledge-hub/small-group-teaching-toolkit-learning>
(last accessed 8 Nov 2019)

Mohanna K, Chambers R, Wall D. (1994) *Teaching Made Easy: A Manual for Health Professionals*, Oxford; Radcliffe Medical Press
Neighbour R (2006) *The inner apprentice, an awareness centered approach to training for general practice*.
http://www.gp-training.net/training/educational_theory/adult_learning/inner_apprentice.htm
(last accessed 8 Nov 2019)

Swanwick T. (Ed) (2014) *Understanding Medical Education. Evidence, Theory and Practice*. London: Wiley-Blackwell. [Available as e-book]

Walsh, K. (Ed) (2013) *Oxford Textbook of Medical Education*. Oxford: Oxford University Press. [Available as e-book on designated university computers only]

Wood D., Cantillon P. (2011) *ABC of learning and teaching in medicine*, BMJ Books; Wiley Blackwell

Classic (and critical) texts

These are chosen as 'classic' or landmark texts in the field of education. Many are cited as the basis for approaches to education and training. At masters level we encourage you to explore these texts in order to appreciate the basis of often cited concepts as, for example, 'adult learning', 'reflective practice' and 'communities of practice'. We have included some texts that offer a critique of these ideas.

Benner, P (1984) *From novice to expert: Excellence and power in clinical nursing practice*. Menlo Park: Addison-Wesley 13-34.

Bradbury H, Frost N, Kilminster S and Zukas M (2010) *Beyond Reflective Practice. New approaches to professional lifelong learning*. London: Routledge.

Coffield, F., Moseley, D., Hall, E. and Ecclestone, K. (2004) *Learning Styles and Pedagogy in post-16 learning: a systematic and critical review*. London: Learning and Skills Research Centre. Accessed at: <http://www.voced.edu.au/content/ngv%3A13692> (last accessed 8 Nov 2019)

Dewey J. (1997) *Experience and Education* (Kappa Delta PI Lecture). Pocket Books re-print edition.

Dewey J (2011) *Democracy and Education: An introduction to the Philosophy of Education*. Simon and Brown.

Eraut M (1994) *Developing Professional Knowledge and Competence*. London: Falmer Press.

Hughes J, Newson N and Unwin L (2007) *Communities of practice: critical perspectives*. London: Routledge

Knowles M (1998) *The Adult learner: the definitive classic in adult education and resource development*. (5th ed) Houston: Gulf publishing

Knowles M.S and Associates (1984) *Andragogy in action: applying modern principles of adult learning*. San Francisco: Jossey-Bass

Kolb, D (1984) *Experiential learning: Experience as a source of learning and development* New Jersey: Prentice-Hall

Lave, J, Wenger, E (1991) *Situated Learning. Legitimate peripheral participation*: Cambridge: CUP p33,29,40.

Maslow A.H (1970) *Motivation and Personality*. New York: Harper and Row.

Newble D and Enthistle N (1986) Learning Styles and approaches: implications for medical education *Med Education* 20; 162-175.

Schon D (1990) *Educating the reflective practitioner. Toward a new design for teaching and learning in the professions*. San Fansisco: Jossey-Bass.

Schon D (1983) *The Reflective Practitioner: how professionals think in action*, London: Temple Smith.

Wenger E (1999) *Communities of practice. Learning, meaning and identity*. Cambridge: Cambriedge University Press.

Key journals

Note: these are available as e-journals through Raven

Academic Medicine
Advances in Health Sciences Education
British Dental Journal
British Medical Journal
European Journal of Dental Education
The Clinical Teacher
Medical Education
Medical Teacher
Nurse Education Today

Readings

The following sections offer some suggested readings linked to core topics and concepts explored in each of the modules. Many of the suggested textbooks will provide a sound basis for each of these areas. At Masters level we expect you to engage with the learning literatures, identifying papers that support the ideas you put forward in written work. You can find more information on how to develop your study skills in order to do these well within the Student Information Area (part of your VLE).

Module 1 – Core skills in medical education

Bloom B (1956) *Taxonomy of Educational objectives*. New York: David May.

Coles C (2010) *Curriculum development in learning medicine*. In Dornan T. Mann K., Scherpbier A and Spencer J. *Medical Education. Theory and practice*. Churchill Livingstone: London.

Grant J (2014) *Principles of curriculum design*. In Swanwick, T (Ed) *Understanding Medical Education*. London: Wiley-Blackwell

Grow G (1991) Teaching Learners to be self-directed: *Adult Education Quarterly*, Vol. 41, No. 3, Spring 25-149

Grow G (1996) *Teaching learners to become self-directed*: Last accessed Dec 2019
<http://longleaf.net/wp/articles-teaching/teaching-learners-text/>

Kaufman D and Mann K (2014) *Teaching and Learning in medical education: how theory can inform practice*. In Swanwick, T (Ed) *Understanding Medical Education*. London: Wiley-Blackwell.

McKimm J and Swanwick T (2010) *Assessing learning needs*. In McKimm J and Swanwick T (Eds) *Clinical Teaching Made Easy*. London: Quay Books.

McKimm J and Swanwick T (2010) *Setting learning objectives*. In McKimm J and Swanwick T (Eds) *Clinical Teaching Made Easy*. London: Quay Books.

Mann K, Dornan T and Teunissen P (2010) *Perspectives on learning*. In Dornan T, Mann K., Scherpbier A and Spencer J. *Medical Education. Theory and practice*. Churchill Livingstone: London.

White C and Gruppen L (2011) *Identifying learners' needs and self-assessment*. In Dornan T, Mann K., Scherpbier A and Spencer J. *Medical Education. Theory and practice*. Churchill Livingstone: London.

Module 2 – Applying teaching skills

Teaching in Clinical settings and teaching clinical examination

Chen H, Sheu L, O'Sullivan P, ten Cate O, Teherani A (2014) Legitimate workplace roles and activities for early learners . *Medical Education* 48:2 136-145

Creuss S and Cruess R (2011) *Learning and Teaching Professionalism*. Wood D., Cantillon P. *ABC of learning and teaching in medicine*, BMJ Books; Wiley Blackwell

Douglas G., Nichols F., Robertson C (2009) *Macleod's Clinical examination* (13th ed) London: Churchill Livingstone.

Gay S, Bartlett M and McInley R (2013) Teaching clinical reasoning to medical students. *The Clinical Teacher*. 10:5, p 308-312.

Kassirer J (2010) Teaching clinical reasoning: Case-Based and Coached. *Academic Medicine*. 85:7 p1118-1124

Kennedy T, Regehr G, Baker R, Lingard L (2009) 'It's a cultural expectation...' The pressure on medical trainees to work independently in clinical practice. *Medical Education* 43: 7 645-653

Kneebone R and Nestel D (2011) *Learning and teaching clinical procedures*. In Dornan T., Mann K., Scherpbier A and Spencer J. *Medical Education. Theory and practice*. Churchill Livingstone: London.

McCrorie, P (2002) Graduate Students are more challenging, demanding and questioning, *BMJ* 325:676

Morris C (2013) *Reimagining the firm. Clinical attachments as time spent in communities of practice*. Cook V, Daly C and Newman M (2012) *Work-based learning in clinical settings. Insights from socio-cultural perspectives*. London: Radcliffe. [Note: available as a free downloadable chapter at https://www.radcliffehealth.com/sites/radcliffehealth.com/files/samplechapter/cook_chpt_01.pdf]

Monrouxe L, Rees C, Endacott R, Ternan E (2014) 'Even now it makes me angry': health care students' professionalism dilemma narratives. *Medical Education* 48:5 502-517

Morris C and Blaney D (2014) Workplace Based Learning. In Swanwick, T (Ed) *Understanding Medical Education*. London: Wiley-Blackwell

Ramani S (2008) Twelve tips for excellent physical examination teaching. *Medical Teacher* 30(9) 851-6

Spencer J and Mckimm J (2014) *Patient involvement in medical education*. In Swanwick, T (Ed) *Understanding Medical Education*. London: Wiley-Blackwell

Spencer J (2011) *Learning and teaching in the clinical environment*. In Wood D., Cantillon P. (2011) *ABC of learning and teaching in medicine*, BMJ Books; Wiley Blackwell

Teunissen P and Wilkinson T (2011) *Learning and teaching in workplaces*. In Dornan T., Mann K., Scherpbier A and Spencer J. *Medical Education. Theory and practice*. Churchill Livingstone: London.

van de Wiel M, Van den Bossche P, Janssen S, Jossberger H (2011) Exploring deliberate practice in medicine: how do physicians learn in the workplace? *Advances in Health Sciences Education*. 16(1)

Small and large group teaching

Brown G and Manogue M (2001) AMEE Medical Education Guide 22: Refreshing lecturing: a guide for leacturers. *Medical Teacher* 23: 3 p231-244

De Villers, M, Bresick G and Mash B (2003) The value of small group learning: an evaluation of an innovative CPD programme for primary care medical practitioners. *Medical Education* 37: 815–21.

Dennick R and Spencer J (2011) *Teaching and learning in small groups*. In Dornan T., Mann K., Scherpbier A and Spencer J. *Medical Education. Theory and practice*. Churchill Livingstone: London.

Mills D, Alexander P (2019) Higher Education Academy: Small Group teaching. A toolkit for learning <https://www.heacademy.ac.uk/knowledge-hub/small-group-teaching-toolkit-learning> (last accessed 8 Nov 2019)

Jacques D. (2010) *Teaching small groups*.

Jaques, D. (2011), *ABC of Learning and Teaching in Medicine Teaching small groups* London: BMJ Publishing Group 23-28

Habeshaw, S and Gibbs, T (2013) *53 Interesting things to do in your Seminars and Tutorials* London: Allen & Unwin

Long A and Lock B (2014) *Lectures and Large Groups*. In Swanwick, T (Ed) *Understanding Medical Education*. London: Wiley-Blackwell.

Steinert Y (2004) Student perceptions of effective small group teaching. *Medical Education* 38: 286–93.

McCrorie P (2014), *Teaching and Learning in Groups*. In Swanwick, T (Ed) *Understanding Medical Education*. London: Wiley-Blackwell.

Richmond D.E (1984) Improving the effectiveness of small-group learning with strategic intervention. *Medical Teacher* 6: 138–45.

Module 3 – The role of feedback, assessment and evaluation

Feedback and assessment

Borkett Jones H and Morris C (2010) *Managing Poor Performance*. In In McKimm J and Swanwick T (Eds) *Clinical Teaching Made Easy*. London: Quay Books.

Bouriscot K, Roberts T et al (2014) *Structured Assessments of Clinical Competence*. In Swanwick, T (Ed) *Understanding Medical Education*. London: Wiley-Blackwell.

Cox J, King J, Hutchinson A and McAvoy P (2006) *Understanding Doctors Performance*. Oxford: Radcliffe Publishing.

Crossley J and Jolly B (2010) Making sense of work-based assessment: ask the right questions, in the right way, about the right things, of the right people. *Medical Education* 46(1): 28-37

Delva D, Sargeant J, Miller S, Holland J, Alexiadis Brown P, Leblanc C, Kathryn Lightfoot K and Mann K (2013) Encouraging residents to seek feedback. *Medical Teacher* 35(12)e1625-e1631

Eva K and Regehr G (2005) Self-Assessment in the Health Professions: A Reformulation and Research Agenda. *Academic Medicine* 80(10) s46-54.

Eva K, Armson H, Hombøe E et al (2012) Factors influencing responsiveness to feedback: on the interplay between fear, confidence, and reasoning processes. *Advances in Health Sciences Education*. 17: 1 p 15-26

Govaerts M, Schuwirth L, Ven der Vleuten C and Muijtjens A. (2011) Workplace-based assessments: effects of rater expertise. *Adv in Health Sci Educ* 16: 151-165

Jolly B (2014) *Written Assessment*. In Swanwick, T (Ed) *Understanding Medical Education*. London: Wiley-Blackwell.

Kalsi H, Kalsi J and Fisher N (2013) An explanation of workplace-based assessments in postgraduate dental training and a review of the current literature. *British Dental Journal*

215(10) 519-524.

Lefroy J, Hawarden A, Gay S, McKinley R and Cleland J (2015) Grades in formative workplace-based assessment: a study of what works for whom and why. *Medical Education* 49: 307-320

Lefroy J, Watling C, Teunissen PW, Brand P (2015) *Guidelines: the do's, don'ts and don't knows of feedback for clinical education*.
Perspect Med Educ. 2015 Dec; 4(6):284-99. doi: 10.1007/s40037-015-0231-7.

McKimm J (2010) *Giving effective feedback*. In McKimm J and Swanwick T (Eds) *Clinical Teaching Made Easy*. London: Quay Books.

Miller A and Archer J (2010) Impact of workplace based assessment on doctors' education and performance: a systematic review. *British Medical Journal* 341:c5064

Moonen- van Loon J, Overeem K et al (2013) Composite reliability of a workplace-based assessment toolbox for postgraduate medical education. *Advances in Health Sciences Education*. 18: 5 pp1087-1102.

Norcini, J (2014) Workplace assessment. In Swanwick, T (Ed) *Understanding Medical Education. Evidence, Theory and Practice*. 2nd Edition. Wiley-Blackwell, London.

Norton, L (2009) Assessing student learning. In Fry H, Ketteridge S and Marshall S. (Eds) *A Handbook for Teaching and Learning in Higher Education*. Routledge, London

Schuwirth L.W.T and van der Vleuten C.P.M (2006) *How to Design a Useful Test: the principles of assessment*. Edinburgh: Association for the Study of Medical Education.

Sterkenburg A, Barach P, Kalkman C, Gielen M, ten Cate O. (2010) When do supervising physicians decide to entrust residents with unsupervised tasks? *Acad Med*. 2010;85(9):1408–1417

Ten Cate O. (2013) The nuts and bolts of entrustable professional activities. *J Grad Med Educ*. 2013;5(1):157–158.

Wood D (2014) *Formative assessment*. In Swanwick, T (Ed) *Understanding Medical Education*. London: Wiley-Blackwell.

Evaluation of teaching and faculty development

Bell M (2001) Supported reflective practice: a programme of peer observation and feedback for academic teaching development. *International Journal for Academic Development*. 6(1) 29-39.

D'Eon M, Overgaard V et al (2000) Teaching as a social practice: implications for faculty development. *Advances in Health Sciences Education* 5:2 151-162

Goldie, J (2006) AMEE Education guide no 29: Evaluating educational programmes. *Medical Teacher* 28: 210-224.

Kugel P (1993) How professors develop as teachers. *Studies in Higher Education*. 18: 3 p315-328. [Free to access at <https://www.mach.kit.edu/download/HowProfessorsDevelop.pdf>] (last accessed 8 Nov 2019)

Lovato C and Wall D (2014) *Programme Evaluation: improving practice, influencing policy and decision making*. In Swanwick, T (Ed) *Understanding Medical Education*. London: Wiley-Blackwell.

Morrison, J (2010) *Evaluation in ABC of Learning and Teaching in Medicine*. BMJ publications - Ed Cantillon and Wood, Wiley Blackwell

Snell L, Tallen S, Hairs S, Hays R, Norcinia J, Prince K (2000) A review of the evaluation of clinical teaching: new perspectives and challenges. *Medical Education* 34; 862-870

Vassilas C, Ho L (2000), The use of video for teaching assessment: *Advances in Psychiatric Treatment* 6 304-311

Wilkes M, Bligh J (1999) Evaluating educational interventions. *BMJ* 318:1269-7.

Reflective practice and portfolios

Bradbury H, Frost N, Kilminster S and Zukas M (2010) *Beyond Reflective Practice. New approaches to professional lifelong learning*. London: Routledge.

Driessen E and van Tartwijk (2014) *Portfolios in personal and professional development*. In Swanwick, T (Ed) *Understanding Medical Education*. London: Wiley-Blackwell.

Feest K and Forbes K (2007) *Today's students, tomorrow's doctors – reflections from the wards*. Oxford: Radcliffe.

General Medical Council (2018) *The reflective practitioner – Guidance for doctors and medical students*.

Last accessed December 2019

<https://www.gmc-uk.org/education/standards-guidance-and-curricula/guidance/reflective-practice/the-reflective-practitioner---guidance-for-doctors-and-medical-students>

McNeil H, Brown J and Shaw N (2010) First year specialist trainees' engagement with reflective practice in the e-portfolio. *Advances in Health Sciences Education* 15:4 p547-558.

Mann K, Gordon J and MacLeod A (2009) Reflection and reflective practice in health professions education: a systematic review. *Advances in Health Sciences Education*. 14: 4 p595-621

Newman, P, Peile, E (2002) Valuing learner's experience and supporting further growth, educational models to help experienced adult learners in medicine, *BMJ* 325:200-202.

Schon D (1990) *Educating the reflective practitioner. Toward a new design for teaching and learning in the professions*. San Francisco: Jossey-Bass.

Schon D (1983) *The Reflective Practitioner: how professionals think in action*, London: Temple Smith.

Wamsley M, Julian, K, Vener M, Morrison, E (2005) Using an objective structured teaching evaluation for faculty development, *Medical Education*, Nov Vol. 39 Issue 11, p1160-1161

White C, Gruppen L and Fantone J (2014) *Self regulated learning in medical education* In Swanwick, T (Ed) *Understanding Medical Education*. London: Wiley-Blackwell.

Useful on-line resources

Alberta Rural Physicians action plan (On line with video clips) General advice on teaching in Clinical settings and useful guide – Including “the one minute preceptor”

Last accessed Dec 2019

https://www.youtube.com/watch?v=a3qiyiniSaNg&list=PLjnnPOdiyGBi3u7X7Oq0TC5TcUhbsDt_Z&index=10&t=0s

AMEE (Association of Medical Education in Europe) Guides. Wide range of guides for medical educators available to purchase (may also be available as publications within the Medical Teacher journal). More information at: <http://www.amee.org/publications/amee-guides> (last accessed 8 Nov 2019)

BEME (Best Evidence Medical Education) Reviews. Systematic reviews of key issues in medical education. Available to purchase at: <http://www.bemecollaboration.org> (last accessed 8 Nov 2019)

Multi-professional faculty development. E-learning in clinical teaching site. Useful ‘bite size’ modules covering wide range of topics relevant to medical, dental and healthcare education and training. Available at: <http://www.faculty.londondeanery.ac.uk/e-learning/e-learning-in-clinical-teaching-1> (last accessed 8 Nov 2019)

Patient Voices. Wonderful resource of narrated ‘stories’ from patients, carers, healthcare professionals (including junior doctors). Available at: <http://www.patientvoices.org.uk> (last accessed 8 Nov 2019)

TIMETABLE 2021-2022

Provisional Dates

Session	Cohort 1	Cohort 2
Session 1	Thursday 30 September 2021	Thursday 14 October 2021
Session 2	Friday 1 October 2021	Friday 15 October 2021
Session 3	Wednesday 27 October 2021	Wednesday 3 November 2021
Session 4	Wednesday 1 December 2021	Friday 3 December 2021
Session 5	Wednesday 5 January 2022	Friday 7 January 2022
Session 6	Wednesday 16 February 2022	Friday 18 February 2022
Session 7	Wednesday 16 March 2022	Wednesday 18 March 2022
Session 8	Friday 22 April 2022	Friday 22 April 2022
Session 9	Wednesday 18 May 2022	Wednesday 20 May 2022

Please note that these dates are provisional and whilst every effort is made to avoid changes to this programme, published details may be altered without notice at any time. The Institute reserves the right to withdraw or amend any part of this programme without prior notice.

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