Objectives

- Describe intervention settings where learning and translation behaviors change.
- Define metrics and surrogates to assess and evaluate.
- Discuss innovative effective educational practices.
Opportunities and Challenges During Pandemic

Challenges:

- Financial/Commercial Support
- Planning and Uncertainty
- Zoonotic and Animal
- Learners' Emotional Problem
- Somewhat Morale/Empathetic Non-Participatory
- Staff Faculty and Learners' Morale/Stress
- Delivery
- Non-Modernized/Mediocre/Degraded
- Involuntary/Highly Disruptive

Opportunities:

- Activity/Provisional Support
- ACCMEE/Toffe/Realism/Morality/Effective
- Use the Add-Directional Participation
- Necessary/To evolve/Invest/Manage/CME
- Innovation/Innovation Delivery
- Learner/Remote/Teaching
- Engaged/Pro/Advisory/Consultancy
- Virtual Activities
- Increase/Enrollment and Engagement

Revised
Innovative Effective Educational Practices

1. Fundamental Learning
2. Case-based Learning
3. Team-based Learning
4. Adaptive Learning
5. Best Practice Faculty
THEY PROVIDED
LEAST AVERAGE IN THE CARE
CONSIDER THEMSELVES AT
WHAT ACTION PHYSICIANS
What’s holding us back?

Practicing preventive learning and embracing and valuing diversity
We are poor assessors of the extent of our own critical thinking
It is nearly impossible to sum the value of your knowledge
Identifying the areas of growth

Many people are hampered by that unspoken difficulty.
Mastering Learning

- Constant improvement
- Feedback and steps towards goals
- Assessment with actionable items
- Engagement and enthusiasm
- Balanced curriculum
- Carefully designed and
- Improved patient outcomes
- Improved patient care
- Skilled knowledge
- Lower healthcare costs
In teaching curriculummand paritculary, assessment...

- can be positive or negative

- Teaching method of influence learners' approach and learning

- Strategic (adapted to expectations)

- Deep (comprehension and application)

- Surface (memorization)

- Three basic approaches in didactics

- Learner is adaptable, learning context in which learning occurs

Importance of assessment
Typical Forgetting Curve for newly Learned Information
What needs to change?

- Thing the physician must change to support the physician
- Thing the environment must change for themselves

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- Thing the physician must change to support the physician
- Thing the environment must change for themselves
Humility
Curiosity
AWARE?
HOW DO WE BECOME MORESELFW
Reinforcement
- concurrent 
- immediate 
- secondary 
- positive 

Social learning theory holds that learning

Social learning
What do you think?

I don’t know this. Do you?

Can you come up with a theme?

Can I run this case study?

Some powerful questions:

What should I bring back?
Group mentality
Ambivalence/Lack of motivation
Poor self-awareness/over-confidence
Fatigue
Distraction/low attention span
Lack of time/Competing demands
Barriers to learning/Engagement
Creative Engagement

- Goal-oriented, fun, positive
- Make it rewarding
- Make it efficient
- Make it collaborative
- Personalize and communicate feedback
- Build on prior learning
- Individualize the offering
- Interesting, meaningful, achievable goal
- Engage the heart, the mind, and with others
- Relationship development
- Shared achievement
- Reflection
- Create company brand
- Positive interdependence
- When effective cooperative parallel, associative
- Synchronous/synchronous
- Apple to work virtually
- Good communication
- Team player
- Expected skills set
- Social learning
- Constructivism/constructivism
- Without environment development through interaction
- Learning/active skills
- Share experience
- Lotus positive feedback
- Plenty support
- Mission connected to and dependent on your capability
- Clear rationale
- Clear goal
- Clear and consistent rules

Attribute softening and softening games
Dinner

- Celery and carrots
- Meat
- Whipping cream
- Leeks
- Bread rolls
- Whole milk
- Sweet potatoes

- Cloves
- Frozen green peas
- Pie shells
- Fresh berries
- Pumpkin pie mix
- Package cubed stuffing
Increased interdependence

Increasing variety of health care professions with specific expertise

Growing depth, less breadth

Specialties exceed 100 specialties in medicine

Strategic integration of exchange, knowledge, and skill sets

Adherent worldwide...
The holistic, self-evaluating, and accountable
for which
Where are committed to a common purpose and approach,
With complementary skills...
As small groups of people...

Definition of Team
"Team management is complex and unpredictable."

-across boundaries, without establishing structures, establishing structures, and collaborating effectively and coherently.
Maslow's Hierarchy of Human Needs

- Self-actualization
- Esteem
- Love and belonging
- Safety needs
- Physiological needs
<table>
<thead>
<tr>
<th>Don't criticise the exercício</th>
<th>Negative</th>
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<tbody>
<tr>
<td>Don't overthink</td>
<td>Intrusive</td>
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<tr>
<td>Don't admire weaknesses</td>
<td>Incompetent</td>
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<td>Don't task questions</td>
<td>Ignorant</td>
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<table>
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<tr>
<th>Don't look for indiscretions:</th>
<th>Non-emotional</th>
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<td>It sees/tomangage</td>
<td>Tolecok:</td>
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<td>Essential</td>
<td>Employee direction and problem solving, experimentation, fear (of the leader) is normal</td>
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<td>Employee judgments are discouraged, feedback is two-way, leadership strategy focuses on efficiency</td>
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<tr>
<td>CONSTANTSMALLCHANGES</td>
<td>Implementing change and replacing processes, leadership answers, improvement focused</td>
</tr>
<tr>
<td>PROVIDE</td>
<td>TENTATIVE WORKPROCESSES</td>
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It is indeed, to realize that a football team spends 40 hours per week practicing teamwork for those 2 hours on a Sunday afternoon when their teamwork really counts.
WhatGETsintheway?

R,SESSNTIAL,TOEAMING.

• armistakes
  with idears, question, concerns,
  orhumanitarion,forpaeingup
  theone, inthepunishned
  Psychologetical safety/espèrent

Psychological Safety
Fix edmindset  •  The iri needs
Inadequateattent ion to people and
lack of psychological safety
Authority and organisational hierarchies
Goals, roles, processes
Lack of effective infrastructure
Inadequate communication

Why team fail
Hierarchies and Psychological Safety

N=1100 Clinicians

Physicians

Nurses

Respiratory Therapists

Mean Psychological Safety

4.8  5.0  5.2  5.4  5.6  5.8  6.0  6.2  6.4
As produced by the programmers.

As proposed by the project sponsor.

As installed at the users site.

As specified in the project request.

What the user wanted.

As designed by the senior analyst.
Around here: "Go, Phillips. You're just not fitting in. I'm afraid I'm going to have to let you..."
- Do nothing together (learn to forget, socialize, eat)
- Check in periodically (functioning of the team)
- Resolve difficulties efficiently
- Set goals that are relevant to the patient's outcome
- Assign, delegate, ask for and share the load
- Solicit input from team members and listeners
- Ensure that everyone knows what the college group expects
- Rotate leadership
- Create communication and collaborative approach
- Maximize consistency of the team

**Key approach to deploy**
Interprofessional Continuing Education (IPCE)

When members from two or more professions learn with, from, and about each other to enable effective collaboration and improve health outcomes.
Offered:

- credit professionals, pharmacists, nurses, optometrists,
- social workers, psychologists, dentists, dietitians, and athletic trainers.

- Online professional education
- Continuing education (25% minimum)
- Certification process, fees, and accreditation standards.

Single pathway for healthcare professionals in graduate programs.

Joint accreditation:

- Offering professional education
- Continuing professional education (25% minimum)
uncoupling2
repetition
experience
instructional
authentic
enhanced, realistic visual representation
safe, controlled environment for individuals and patients

providing:

Educational technology
assessment
Educational Technology

- Seamless
- Informative
- Data
- New insights
- Games
- Fun

- Comparative
- Connectedness
- Social
- Adaptive
- Individualized
- Efficient
Advantages:

- Well-theory
- Measures the knowledge of the instructor
- Game
- Turn the first into a question
- Reduce unnecessary material
- Learner mastered

Example:

- Learner mastered the first course for each personal interest based on an educational program

Adaptive space education
Better achievement of knowledge, skills, and attitudes
Better retention of content
Increased retention rates
Online learning has demonstrated
Can accommodate a diverse learning styles
Online learning is more flexible
Evidence suggests that online learning is more efficient

Increase efficiency with online learning?
The Future of Nursing: Campaign for Action Framework 2010

WHO Framework 2010

To Quality Education: A Bridge Between Health Professions 2003

Health System Building a Safer Environment for Human: 1999

Re-Designing Continuing Education 2009

Quality Chasm 2001

Education for the Health Team 1972

History of Professional Collaborative Practice
Psychological safety and accountability

- Anxiety zone
- Apathy zone
- Learning zone
- Comfort zone
Team training together

Ever improve healthcare
together

Team training and successfully engaged

Improve healthcare outcomes for our patients

Improve performance of the team

Improve wellbeing of the individuals

Team training and collaborative practice

Summary