

APPD GRASSROOTS SIG

APRIL 30, 2008

12:30 - 2:30PM

JERRY RUSHTON, INDIANA

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BRIAN YOUTH, MAINE

GRASSROOTS NOTES



- WELCOME TO NEW MEMBERS/1ST TIME ATTENDEES
- RESPECT TIME AND FACILITATE DISCUSSION
- WELCOME FELLOWSHIP DIRECTORS
- BREAKOUT OF ASSOCIATE PDs
- FOLLOW UP SESSION [ALL], FRIDAY 4:30-5:30PM

GRASSROOTS GOALS



1. TO KICK OFF AND FRAME THE MEETING
2. TO STIMULATE GROUP DISCUSSION
3. TO OBTAIN DIFFERENT PERSPECTIVES
4. TO IDENTIFY GROUP PRIORITY AREAS
5. TO PROVIDE GRIST FOR THE FOLLOW-UP MILL

AGENDA



- 12:30-12:40 Welcome/intro
- 12:40- 1:00 Survey results, Overview of topics
- 1:00 -1:45 Small group discussions
- 1:45-2:15 Group Reports, Joint discussion
- 2:15-2:30 Time for new topics, wrap up or additional discussions

SURVEY RESULTS:

HERESY, SACRED COWS, & CAJONES

- SURVEY (n=35): PRE-MEETING SAMPLE TO BUILD DISCUSSION THEMES AND PRIORITY AREAS
- COMMENTS

“To commit an act of heresy, I would like to ask if we know for sure that there is a significant relationship between...goals and objectives for individual rotations and the level of clinical ability by residents...”

“I suspect this is a sacred cow, and off limits to real consideration of change, but I think there should be options with regard to continuity clinic...”

“Getting some cajones and telling [A,B,C] to stop demanding more and more paperwork, and forcing upon us stupid concepts like [x,y,z]...”

SURVEY RESULTS: PRIORITIES



□ HIGHER PRIORITY THEMES

- COMPETENCY NEXT STEPS
- RESIDENT OWNERSHIP OF INDEPENDENT LEARNING
- FACULTY BUY IN
- CURRICULUM BALANCE
- PDs ACADEMIC/CAREER/PERSONAL DEVELOPMENT

□ LOWER PRIORITY THEMES

- NEW PIF
- R3P
- INSTITUTIONAL SUPPORT

Themes for small group discussions



- Three Mini-Groups with facilitators
- Choose an area of interest and break out into small groups of 8-10 to discuss and report back
 - Brian Youth- Faculty Engagement and Resident Buy-in challenges related to educational initiatives, competency implementation, ILP follow through- in the new RRC era
 - Jerry Rushton- Curriculum and balance of competing demands (clinic, required rotations, etc.) to meet educational goals, prepare residents and grads. for their future
 - Roni Vasan- Program Director career development, collaboration with other PD's, balance of documentation and the 'fun parts' of the PD job, institutional support

Themes for small group discussions

- Consider your area of interest- we will break out after each topic is presented in overview
- 3 perspectives/stakeholder discussion groups
 - [Residents/Faculty] Brian Youth- Faculty Engagement and Resident Buy-in challenges related to educational initiatives, competency implementation, ILP follow through- in the new RRC era
 - [Program/Future service to public] Jerry Rushton- Curriculum and balance of competing demands (clinic, required rotations, etc.) to meet educational goals, prepare residents and grads. for their future
 - [PD/personal] Roni Vasan- Program Director career development, collaboration with other PD's, balance of documentation and the 'fun parts' of the PD job, institutional support

Goals for Subsessions



- Facilitate participation in small groups
- Develop areas in more depth, different perspectives
- Identify small group leader/reporter
- Share best practice, concerns, thoughts
- ‘Group therapy’ and group innovation
- Summarize and share with larger group at end

Note: 45 minutes allotted for small groups

FACULTY ENGAGEMENT AND RESIDENT BUY-IN OF EDUCATIONAL INITIATIVES/REQUIREMENTS

*Or... "how to keep your teachers and learners truly
fascinated in training residents in the new millennium"*

Brian Youth

Survey Says...



- **Faculty Engagement** is a challenge...
 - ▣ Engaging both junior and senior faculty, recognizing different ways of thinking/teaching
 - ▣ Developing structured program for faculty development
 - Intradepartmental
 - Institutional (via GME)
 - ▣ How to incentivize faculty to buy-in to residency needs
 - Curriculum/goals and objectives
 - Meaningful resident evaluations

Faculty Engagement



- Keeping education a priority for time-stressed faculty
 - RVU's and practice pressures
 - Research competition
 - Engaging residents in scholarly activity
 - Multiple requests of them from the residency program such as teaching on rounds, lectures, etc...

Survey Says...



- **Resident Buy-in** can be a challenge...
 - ▣ Getting learners to take responsibility for their learning
 - Looking beyond their shift/ shift mentality
 - ▣ Logging (duty hours, procedures, evaluations etc.) in the setting of numerous time constraints
 - ▣ Curriculum goals and objectives- how to best utilize and “keep them real”

Resident Buy-In



- Evaluation of the competencies
 - ▣ Direct observations (SP's, videotaping, other)
 - ▣ Journal clubs
 - ▣ Other tools being used specifically for each competency
 - E-learning modules on professionalism for example
- Utilizing the feedback in a meaningful way
 - ▣ Attending/resident/ancillary/patient evaluations

BALANCE OF CURRICULUM, PREPARING GRADS. FOR FUTURE, MANAGING COMPETING DEMANDS

Small group #2

Jerry Rushton

Balancing act



- Era of increased health system, patient and accreditation demands
- Balance of curriculum, planning needs
 - Continuity clinic
 - General / Specialty / Individual pathways
 - Relevance to future practice
- Residency as 'Adolescent phase' from medical student to independent practitioner
- Small program, fellowship, and other unique issues

Next steps in evolution of GME



- Individual Learning Plans
- Competency documentation / achievement
- Strive for excellence and expertise
- Portfolios, Procedure logs, clinic logs, etc.
- Paperwork 'vs' Clinical priorities
- Role of APPD with RRC, ABP, R3P, future planning

- Some topics will segue into other meeting areas

Planning and meeting our mission



- Bottomline to keep our mission in mind while we juggle, balance, and anticipate the future
- Balance day-to-day ‘keeping the boat afloat’ to brainstorming and dreaming to think creatively
- How to meet our PD mission to
“...ensure the health and well-being of children...”

PROGRAM DIRECTOR ACADEMIC, CAREER, AND PERSONAL FULFILLMENT

Small group #3

Roni Vasan

Changing Role of the PD

The Challenges



- Meeting RRC Requirements – “new requirements leading to burnout”.
- Need for Professional development / Educational Scholarship / Promotion
- Promoting Innovation / Collaboration/ new ideas

Meeting the RRC Requirements

Increasing paperwork / documentation requirements.

- PD 's often get bogged down in paperwork, complying with RRC requirements.
- Much time spent on ensuring compliance with the rules and regulations.
- Much time spent on managing systems that document procedures.
- “New requirements too labor intensive”. Can documentation be streamlined? How?

Needs



- More Institutional support.
- PD Protected time.
- Suggestions to the RRC - seek RRC support.

Program Director Career Development

- What are the skill sets required for *Professional Development* in this changing environment?
 - Educational Scholarship
 - Leadership Skills
 - Communication Skills – “How can we get back the love?” “Foster resident enthusiasm in their own education”.
 - Is there time to think about Promotion / Career Development?
 - Where are the Opportunities? APPD?

Promoting Innovation / Collaboration



- How can we *optimize collaboration* with other PD's, share ideas at regional and national levels.
- Need to Innovate / collaborate with other programs.
- Examples include *Outcomes Assessment, Teaching SBP, concept of developing 'practical portfolios'*.

Break-outs: 1 pm-1:45

- Pick your group and organize in chairs/areas of 8-10
- Three Mini-Groups with facilitators
 - #1 Brian Youth- Faculty Engagement and Resident Buy-in challenges related to educational initiatives, RRC requirements- in the new RRC era
 - #2 Jerry Rushton- Curriculum and balance of competing demands to meet educational goals, prepare residents for the future, discuss R3P/future to meet needs of child health
 - #3 Roni Vasan- Program Director career development, collaboration with other PD's, managing all the paperwork, institutional support

AGENDA: GROUP REPORTS



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CLOSING



- Any additional topics?
- Feedback for the Grassroots forum format
- Reminder: Follow-up Session Fri 4:30-5:30pm
Coral 3 room
- Email: Jerry Rushton, Roni Vasan, Brian Youth for any additional thoughts, suggestions for 2009 SIG