



Educational and Clinical Supervision

On behalf of MRI via webinar

Educational Supervision-12th January 2022

Clinical Supervision-13th January 2022

Who should attend?

If you are already an ES or CS then use this as a refresher to up-date yourself on required information. If you are shortly to become an ES then this is a must as it outlines what you need to undertake the role. For anyone who teaches or supervises clinical work against the curriculum, then the CS workshop reviews all the necessary skills and competencies to enable you to undertake the role

Course Outline:

Course Title: Educational Supervision (ES), incorporating supported return to training and trainees in difficulty

1 day: 6 CPD points

Introduction-The Academy of Medical Educators (AoME):

Educational Supervisors have a pivotal role to play in the management and leadership of the educational programmes they are involved with. There are standards (core Medical Educator values) which must be met during this process related to the management, leadership and governance of medical education.

These include the knowledge and ability to manage personal education time and resources effectively, an understanding of how to deliver intended educational outcomes, taking professional responsibility for their own role in local education and the roles and responsibilities of statutory and other regulatory bodies in the quality assurance of medical education.

They must also be aware of HEE's **SupportTT** policy and processes as appropriate, to ensure that a high-quality training environment and individualised support are provided to all postgraduate medical trainees, regardless of their personal circumstances.

Educational Supervisors must be fully aware of the standards expected of the Clinical Supervisors' role and the levels of expertise needed to fulfil that commitment. The 5 core values outline these values along with descriptors. This will be sent as a link- <http://www.medicaleducators.org/Professional-Standards>) prior to attendance and a review will be held at the workshop.

Pre-workshop:

Essential reading of the Academy of Medical Educators Core Values and 5 domains prior to the workshop is essential as it sets the scene for the day. Also, to familiarise themselves with HEE's guidance on the supportRTT (return to training) for doctors, who for whatever reason, have taken leave from their roles and are now wanting to continue their career. The link is www.hee.uk/return to training.

Course Aims: The Educational Supervisors' role is to help and guide the student or trainee to plan their training and achieve agreed learning outcomes. S/he is responsible for the educational agreement and for bringing together all relevant evidence to form a summative judgement at the end of the clinical training placement and/or series of placements.

This programme will help Educational Supervisors to understand their role and differentiate it from that of the Clinical Supervisor, and utilise practical help so their trainees can achieve their potential and succeed in their chosen specialty as a doctor.

The programme is mapped to the 7 GMC Framework areas which are shown against each topic area and the 5 core values of the AoME's.

Programme agenda:

Welcome, introduction, review personal objectives

Module 1: The Roles and Responsibilities of an Educational Supervisor:

- Educational Management and Leadership Domains 1,2,5,6, AoME domain 5
- Educational Supervision and Feedback Domains 1,2,5,6, AoME domain 5
- The role of assessment in learning Domains 1,4, AoME domains 3,4,5
- Using portfolios as a learning and assessment tool Domains 1,4, AoME domains 3,4,5
- Supporting and Managing a Trainee in Difficulty Domains 1,2,3,4,5, AoME domains 1,2, 3,
- Supporting Career decision making AoME domain 5
- The importance of encouraging Reflection AoME domain 2
- Understanding the role of your Clinical Supervisor/ s: AoME domain 1-4
- The 7 educational excellence standards (AoME and GMC) Domains 1-7

Module 2: Supported return to training and managing the trainee in difficulty:

- HEE's aims and objectives in supporting return to training Domain 1-4
- Developing a supportive culture Domains 5,6,7
- Managing the trainee in difficulty Domains 1-7

- Skills and competencies needed Domains 5,6,7

Module 3: How to Conduct Meetings with your Trainees and supporting returning trainees:

- Initial Domains 1,5,6, AoME domains 1- 5
- Mid-Point Domains 1,5,6, AoEM domains 1-5
- End of Rotation Domains 1,5,6, AoME domains 1- 5
- Other doctors in Training Domains 1,2,3,4,5,6, Domains 1- 5

Module 4: Knowledge and Skills Required for the ES role:

- Coaching, Mentoring and Pastoral Care Domains 1,5,6, AoME domain 2,5
- Career support Domains 5,6, AoME domain 5
- Learning agreements and understanding Trainee needs Domains 5,6, Domain 5
- Assessment and Appraisal Domains 5,6, AoME domain3,
- Principles of ARCP / RITAS Domains 1,2,3,5,6, AoME domains 3,4,5
- Managing Trainees in Difficulty via your CS Domains 1,2,3,5,6, AoME domains 2,3,5
- Basics of Quality Control Domains 1,4,5,6, AoME domains 2,3,5

Check expectations have been met and set action plan / reflection
Record of Learning & Action Plans

Learning objectives:

By the end of this programme, delegates will be able to:

- List the 5 core values of the AoME and explain the ES's responsibility towards them
- Identify and name 5 of the ES roles and responsibilities
- List and explain 4 ways to create a supportive culture for doctors returning to training and doctors in difficulty
- Name 4 ways to train their Clinical Supervisor and how to assess them
- List the 7 Domains for Educational Excellence
- Outline 5 discussion points from each meeting with their Trainee
- Name 5 skills needed for the ES role

Timings: 0900 to 1630

NB: the programme maps to the 7 domains for Educational Excellence as outlined by the AoME and GMC and the guidance shown in the HEE's supportRTT programme. During the workshop these will be highlighted to the delegates as above.

This workshop is accredited by the Academy of Medical Educators.

Clinical Supervision-Course Outline

Course Aims:

The purpose of clinical supervision is to provide a safe and confidential environment for staff to reflect on And discuss their work and their personal and professional responses to their work. The focus is on supporting staff in their personal and professional development and in reflecting on their practice.

This workshop will help Clinical Supervisors to understand their roles and responsibilities and how to support trainees through working closely with them.

The programme is mapped to the 7 GMC Framework areas which are shown against each topic area. Number 7 domain states: 'Continuing Education as an educator' which maps to each topic.

Programme agenda:

Introductions, expectations, course agenda

Module 1: Introduction and background:

- The aims of Clinical Supervision Domains 1,2,5,6
AoME domain 5
- What is Clinical Supervision? AoME domain 5
- The role of the Supervisor and Supervisee AoME domain 5
- Clinical Governance and the Clinical Supervisor Domains 1,2,6
AoME domain 5
- Encouraging Reflective Practice? Domains 1,2,3,4
AoME domains 2, 3

Module 2: CS Roles and Responsibilities:

- Initial meeting with your Trainee Domains 1,5,
AoME domains 1,5
- Key communication skills Domains 1, 2, 3,
AoME domains 2,3
- Encouraging value in clinical education Domains 4,
AoME domains 2,3
- Providing regular and appropriate feedback Domains 1, 2, 3, 4, 5, 6,
AoME domains 3,5
- Understanding of Work Place Based Assessments Domains 2,4,
AoME domain 3,5
- Liaising with Educational Supervisors Domain 6,
AoME domain 5

- The curriculums / s

Domain 1,5,6,
AoME domain 4,5

Module 3: Knowledge and Skills Required:

- Knowledge of equality and diversity
- Work Place Based Teaching and coaching
- Learning styles
- Teaching Techniques
- Assessment and Feedback rules
- Understanding and Teaching ethics
- Understand the GMC role for Clinical Supervisors

Domains 2,3,
AoME domains 1,2,3
Domains 1,2,3,4,
AoME domains 2,3
Domains 2,3,4,
AoME domain 2
Domains 1,2,3,
AoME domain 2
Domains 1,3,4,
AoME domain 2,3
Domains 1,2,3,6,
AoME domain 2,3
Domains 1,2,3,4,
AoME domain 2,3,5

Learning objectives:

By the end of this programme, delegates will be able to:

- Name 5 of the CS roles and duties
- List and explain the 4 part reflective process
- Name 2 benefits to the patient, the Supervisee and the NHS which can be gained by effective Clinical Supervision?
- Name and explain 3 methods of teaching Trainees
- Name the 4 Learning Styles and explain each one and the benefit to the CS
- Describe 4 techniques or key skills to create rapport and empathy with your Supervisee.

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