



# Planning CPD and Faculty Development Educational Activities

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## Session Objectives

Describe key steps for planning effective educational activities.

Identify NOSM resources to support planning LEG CPD and faculty development activities.

# NOSM/Northern Ontario

- 87% Land mass
- 6% Population
- 13% Indigenous
- Highest rates
  - Cancer
  - Diabetes
  - Respiratory
  - Cardiovascular



# Educational Planning Cycle



# LEG Target Audience

Understanding target audience helps to tailor educational activities to meet their needs

- What is their practice profile?
- What are their everyday problems in clinical practice?
- What are their everyday problems in educational practice?

# Goals of Needs Assessments

- Goal of LEG CPD and faculty development activities is to improve patient and learner outcomes by changing clinical and educational practice behaviors of *LEG faculty members*.
- Educational activities based on well-conceived and well-conducted needs assessments are more effective for changing behavior.

# Needs Assessment

- Needs assessments identify the learning needs of the target audience.
- Learning needs are gap between current and appropriate/recommended:

-Knowledge

-Skills

-Behaviors

-Attitudes



Clinical or Educational Practice

# Types of Faculty Learning Needs

- Perceived learning (recognized by faculty)
  - Representative planning committee
  - Previous educational activity evaluations
- Unperceived needs (unknown to faculty)
  - Regional/provincial data bases
  - Learner feedback or evaluations



# Unperceived Needs Assessment

- Regional/provincial data sets
  - Mortality data
  - Morbidity data
  - Healthcare utilization
- Clinical practice guidelines
- UpToDate searches
  
- NOSM learner evaluations

# Educational Planning Cycle



# CME Resources

- NOSM Opioid on-line module
- Ontario Indigenous Cultural Safety on-line modules

# Faculty Development Resources

- PBSG-ED faculty development modules
- NOSM Small Group Facilitation on-line module
- Northern Constellations web page
- LEG Learner Evaluations workshop
- Phase 2 Feedback Professional Development

Thank-you for your commitment to  
providing effective LEG CME and faculty  
development activities

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