Radiographer as Teacher: Making Educators Out of Radiographers

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Ignite your Influence – Word Tips to Increase Your Success

Objectives
- Provide useful techniques delivering student feedback
- Suggestions on how to adjust teaching strategies for varying student skills and speed levels
- Provide ways to focus on modifiable student behaviors
- Suggestions on applying balanced feedback
Role Model

Personal attributes of effective clinical teachers

– Sense of teacher identity
– Enthusiasm for & enjoyment of teaching
– Good communication skills (listening & speaking)
– Balance personal perspective of teaching & personal values
– Credibility to learners

Molodysky

Role Model

• Students emulate teachers
• Actions speak louder than words
• Can direct positively or negatively
Useful Techniques for Feedback

- Model what you’re preaching
- Guide students to the + role models that provide encouragement
- Use appropriate gestures & body language
- Give clearly defined expectations – be specific

Be Careful of These Techniques

- Don’t compare students
- Don’t correct students too soon

More Useful Techniques

- Find teaching moments
- Keep it honest
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Adjusting Strategies for Students

The obvious – don’t let students leave early, read or study – put their time to something useful, practice on weak areas.

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Adjust Away!

Give them a task – they want it!

Really

Remember: learning styles & personalities

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Another Strategy Idea

Find out where a student is & build from that point
- Terminology: RPO, LAO, PA, etc.
- Equipment manipulation
- Exam progression
More Strategies

Don’t expect speed – this comes last

BUT..... this is usually a good area to mention for improvement

Last of the Strategies

Don’t rush students... allow for self-reflection

Repetition helps with retention and speed

Ways to Modify Student Behaviors

Catch it when it happens

• Requires direct supervision
• Staying engaged all the time
• Knowing student differences

Focus on one thing
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More Ways to Modify Behaviors

- Keep correcting it until it's modified
- Model it
- Make a game of it

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Feedback

- Feedback – if it’s not there it’s assumed it’s ok
- No feedback = no growth

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Applying Balanced Feedback

- Don’t surprise them at evaluation time
- Working on a problem might give the student a chance to change, fix, or improve it before evaluation time
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Balanced Feedback
- Praise them when they get it
- Praise the small accomplishments
- Praise is a confidence builder
- Thank them at the end of the day
- Try to balance the good feedback with the bad – but, keep it honest
- Use humor
- Tell a story

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The “Old” Feedback Sandwich
- Praise
- Criticism
- Praise

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The “New” Feedback Sandwich
- Ask
- Tell
- Ask

Dr. Lyuba Konopasek

Adaptation of “The New Feedback Sandwich” – common in patient-physician communications literature, adapted by Lyuba Konopasek, MD, for use in medical resident feedback settings.
Balanced Feedback

Ask how they think they did (self-reflection)

Safe environment

Keep it motivating

Traps to avoid:

– “when I was a student”
– Shifting responsibility to you
– “well Judy can …..”, keep it about them

Feedback… it’s important

• Learning is not complete without feedback

• Students who receive regular feedback feel a greater sense of independence in patient care and increased satisfaction with clinical experience

• Students who receive feedback show growth, improvement, and increased confidence
Rationale for Giving Feedback in Medical Education

Without feedback, mistakes go uncorrected, good performance is not reinforced, and clinical competence is achieved empirically or, not at all.

Ende, J., Feedback in Clinical Medical Education. AMA 1983;250:777-781

Learning Pyramid

National Training Laboratories, Bethel, Maine

Similarities

• PATIENCE
• CONSTANT COMMUNICATION
• COMMITMENT
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Today's Goals

• Identified useful techniques for feedback

• Identified methods to adjust strategies for the variety of skill & speed level of the student

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Today's Goals (continued)

• Identified ways to focus on behaviors that are modifiable

• Identified ways of applying balanced feedback
  – Sandwich
  – Avoid traps
  – Learning pyramid

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When it all comes together

From the Brazilian Music Institute in Gainesville, Florida, May 23, 2009

http://www.youtube.com/watch?v=CCySPru7wys
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