# Teaching Plans and Learning .....

# The Clinical Coaching/Teaching Plan

- Clinical Coaching/Teaching Plan
  - A plan of activities that
    - Provides structure to the orientation process
    - Provides opportunities for competency validation
    - Develops/strengthens competency
    - Provides opportunities for success
    - Socializes individual to the organization
  - When all members of the Team know the plan, they can support and facilitate the plan.
  - Promotes critical thinking, reflective practice



# Building and Effective Clinical Coaching/Teaching Plan

- Principles of adult learning
- Use a variety of learning opportunities to appeal to different learning styles
- Be creative
- Facilitate critical thinking, problem solving



# Learning Styles: VARK

- Visual 44%
- Auditory 16%
- Read / Write
- Kinesthetic 38%

What is your style?

http://www.howtolearn.com/personal.html



#### Albert Einstein

 "Education is what remains after one has forgotten everything he learned in school."



# Personal Learning Styles

- Active vs. Reflective
- Sensing vs. Intuitive
- Visual vs. Verbal
- Sequential vs. Global
- Developed by Richard Felder: www.ncsu.edu/felder-public/ILSdir/styles.htm



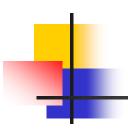
# A View of Learning

- Learners are not passive but active participants
- Knowledge is acquired from experience with complex, meaningful problems rather than from practicing skills.
- Skills and knowledge are best acquired in context. Context is critical for it provides meaning to learning.



# Learning (cont.)

- People do not easily transfer learning from school to real life.
- Learners bring prior knowledge and experience to a new situation.
- The preceptor works to confirm, critique, modify, replace, and add to what is already there.



#### Robert Half

# "Asking the right questions takes as much skill as giving the right answers."

Don't worry about getting it right, just ask. Why?



## Adult learning principles-Knowles 1970

- Adult Learners:
  - Are self-directed
  - Build on previous experiences
  - Are problem-centered vs. subjectcentered
  - Need active involvement in learning
  - Need motivation & confidence to learn

### We learn best when we...

- Feel comfortable and safe
- Attempt tasks that allow success
- Have input into the plan
- Engage in social learning
  - From peers as well as from an instructor
- Have options that include:
  - Different learning styles VARK, Feldman
  - Individual and group learning



# We learn best when we...

- Associate new information with prior experiences
  - Apply theory to practical situations.
- Move from simple to complex
- Receive positive and constructive feedback

# Preceptors:

The preceptor works with learners to confirm, critique, modify, replace, and add to what is already there



## Preceptors and the plan

- Adapt the coaching/teaching plan:
  - Involve learners in mutual planning
  - Involve participants in diagnosing their own learning needs
  - Encourage learners to identify resources and how to use them
  - Help learners carry out learning plans
  - Involve learners in evaluation of learning