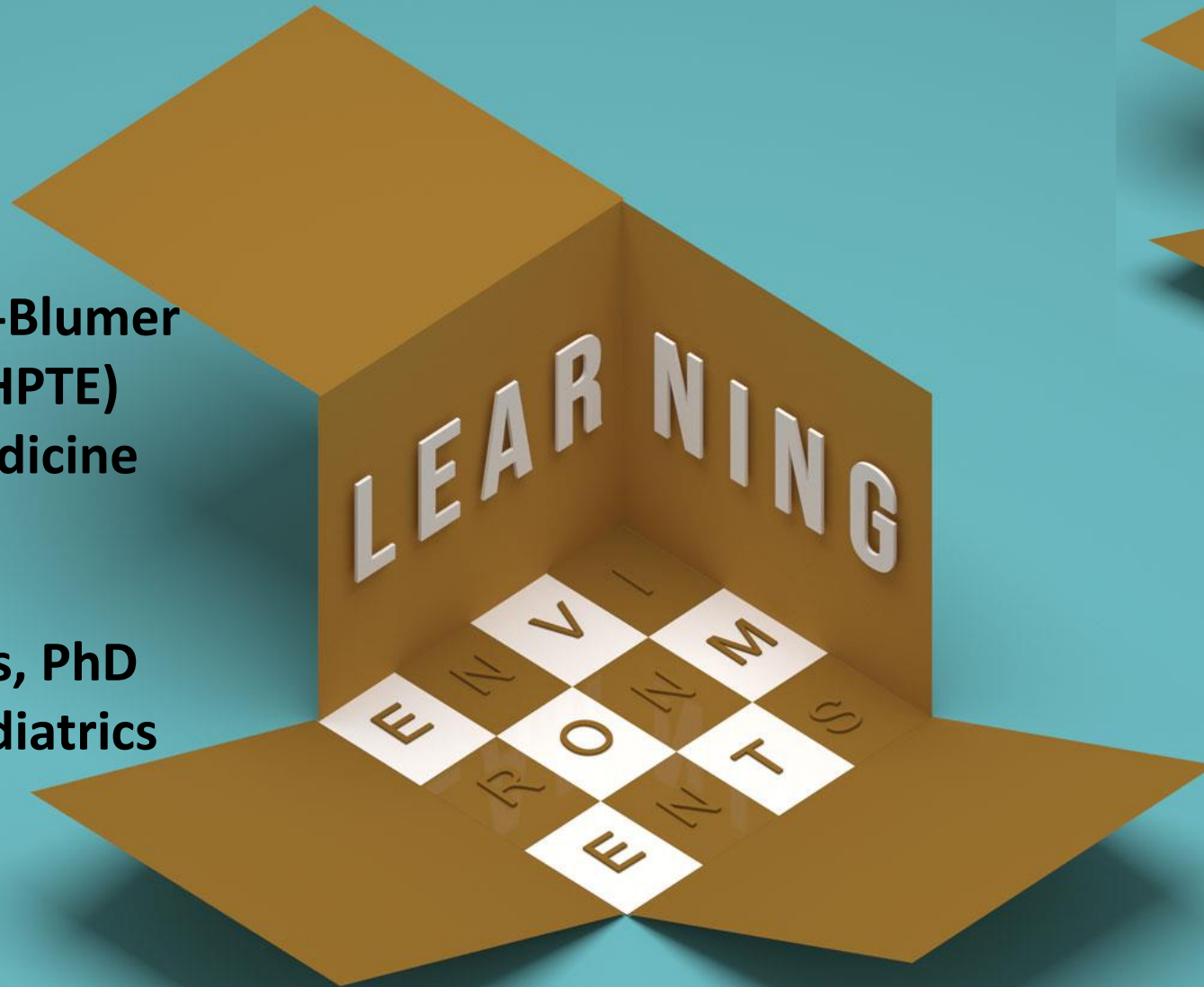


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# Take Home Message

A focus on the Clinical Learning Environment enhances the capacity of learners to learn and teachers to teach, improves learner and faculty retention, improves patient outcomes and helps mitigate burnout effects.

# Take Home Message

Recognizing hidden curricular effects allows educators, administrators and learners to positively impact their learning environment.

# Take Home Message

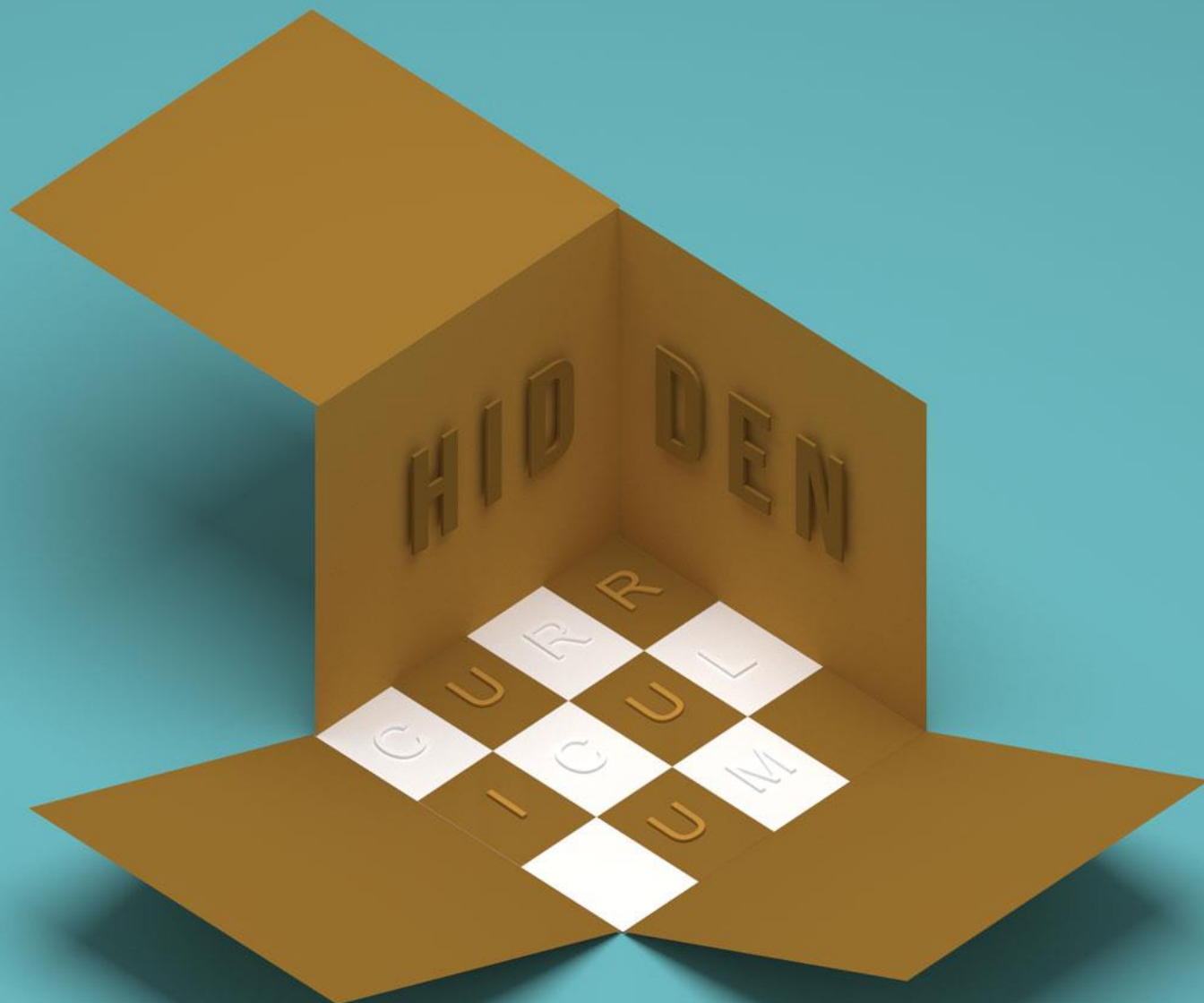
Ultimately a focus on the hidden curriculum and the clinical learning environment is an opportunity to impact the kind of health professional trainees are becoming.



# Definitions and Concepts

The **clinical learning environment** can be broadly conceptualized as the physical, social, cultural and psychological context in which learning, and socialization takes place.

(Shochet, Colbert-Getz, Levine, & Wright, 2013)



# Definitions and Concepts

The **hidden curriculum**, on the other hand, is not a planned or deliberate educational activity. The term is used to refer to socializing influences that operate at the level of **structure, culture** and **practice**.

The hidden curriculum can be found in routines, customs, and rituals that make up the day-to-day practices of teachers and learners. These hidden curriculum influences can be **both positive and negative**.



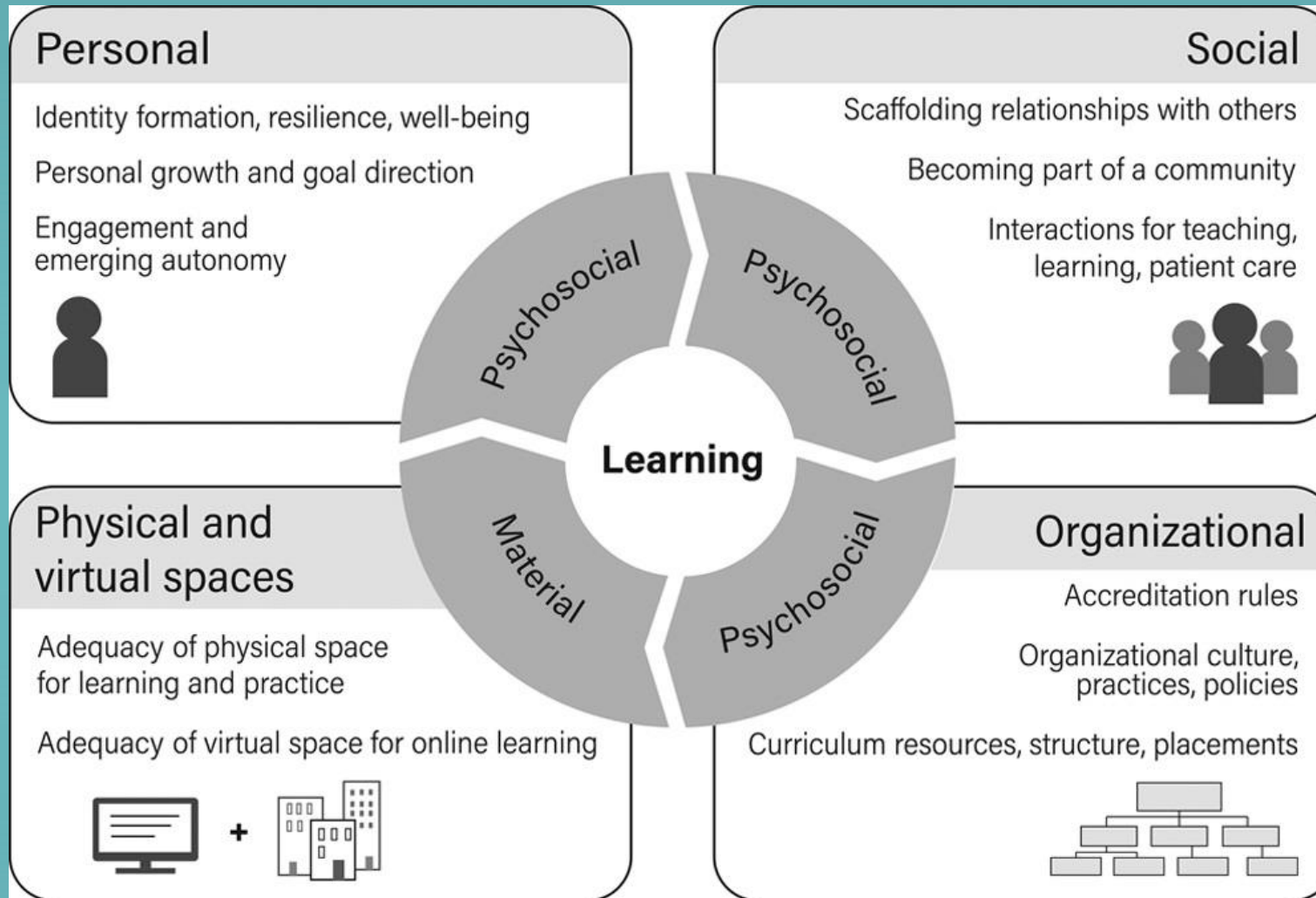
# The importance of alignment

Misalignment of the formal, informal and hidden curricula causes **tension and barriers to learning and are difficult for learners and teachers to navigate.**

# Some examples of how HC effects manifest:

- The practice of praising students who consistently stay overtime or late after handover while berating those who seek time off or leave on time
- The perception that scientists aren't good clinicians or conversely that scientists who spend too much time clinically aren't good scientists
- The practice of testing clinical learners at the bedside on biomedical knowledge and recommending they can read up on social science and humanities knowledge during their free time

# Clinical Learning Environment



List 2-3 recurring learner complaints you have encountered in the 5 past five years.  
Organize the complaints using the Grupen et . al. framework.

Personal

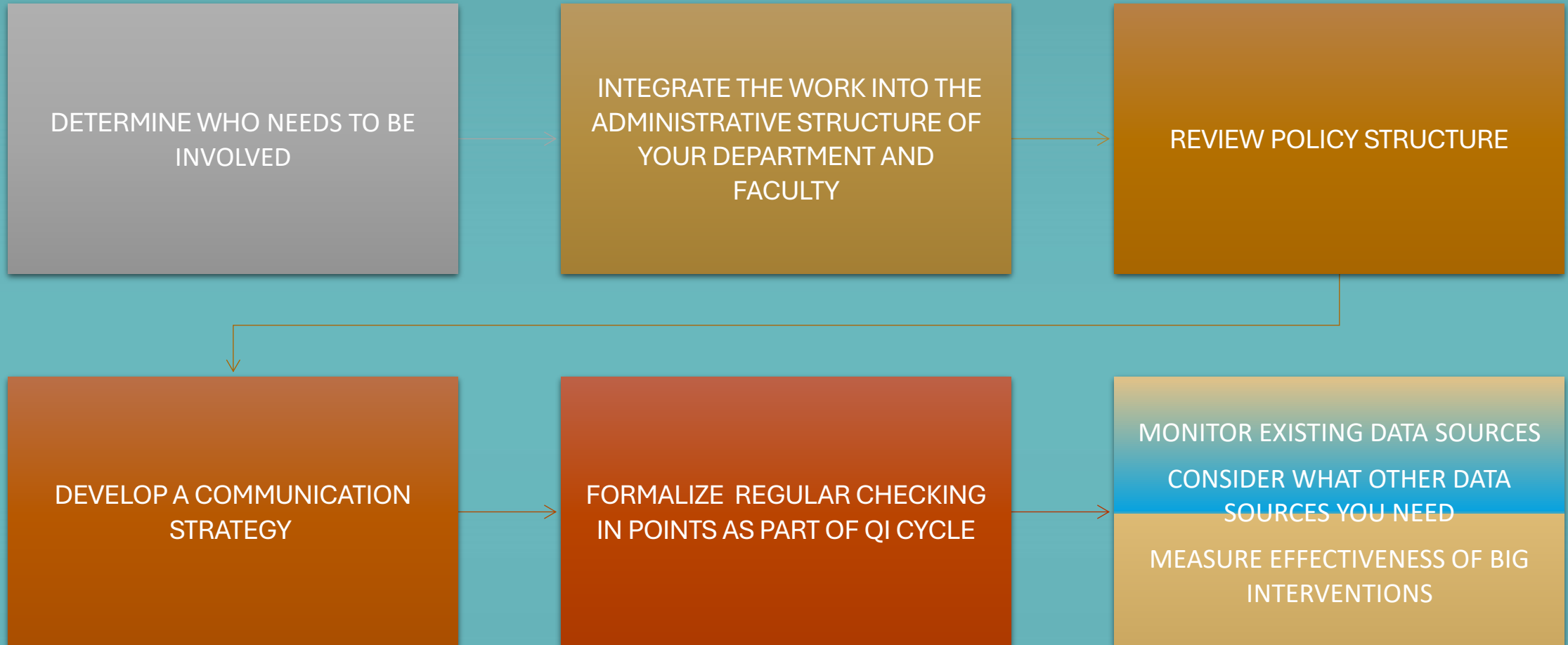
Social

Psychological Safety  
Cultural

Physical and Virtual

Organizational

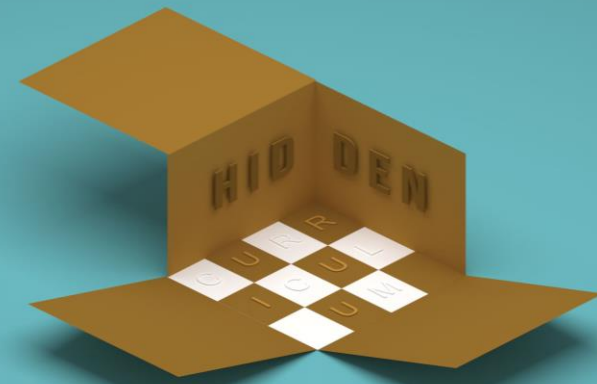
# DEVELOPING A QI CYCLE FOR MONITORING THE CLE



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In Canada our regulators –  
holding us accountable.

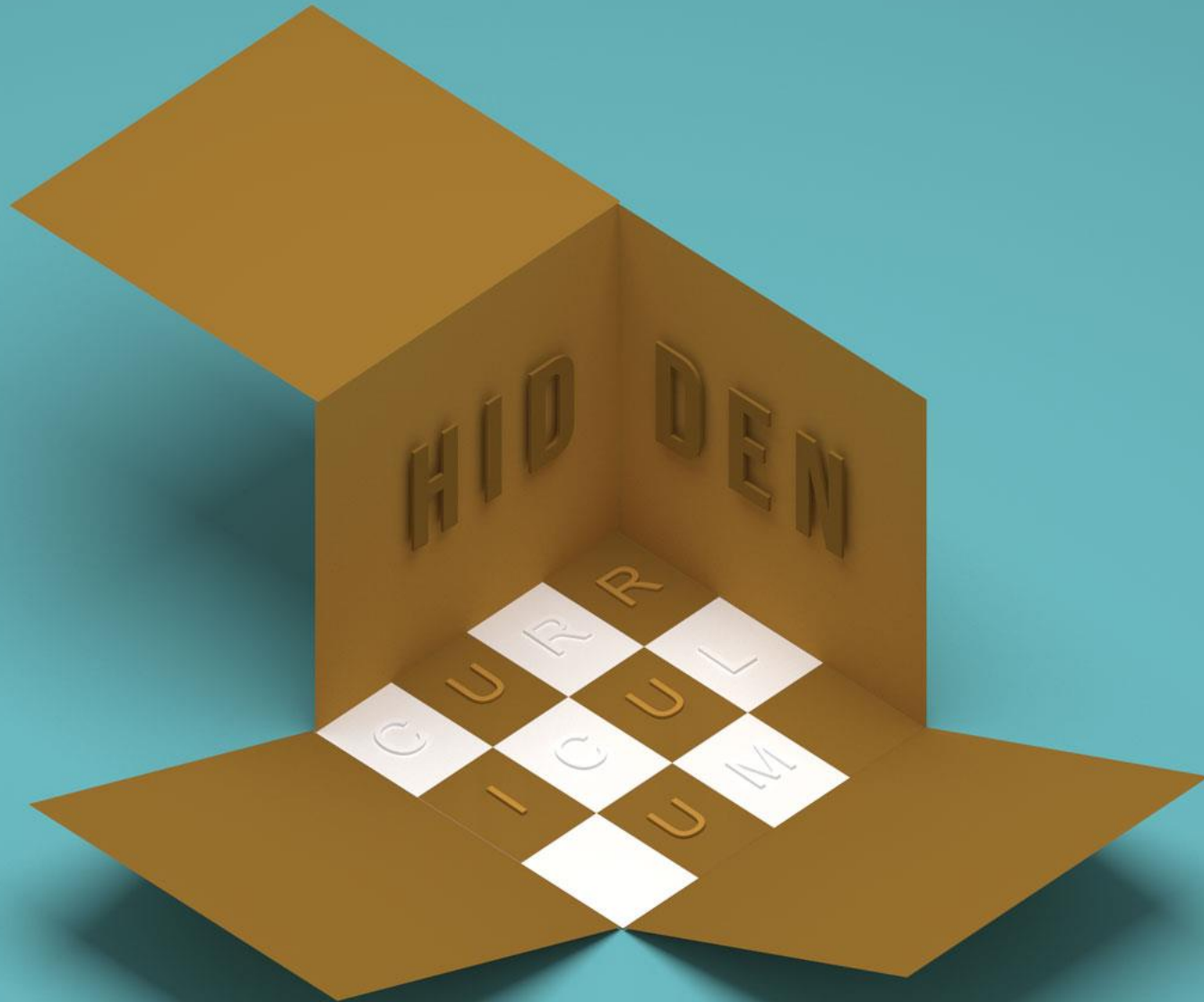
**STANDARD 9:** There is continuous improvement of the learning sites to improve the educational experience, **ensuring the learning environment is appropriate, safe, and conducive to preparing residents for independent practice.**



**9.1.1:** There is a **systematic process to regularly review** and improve the residency program.

**9.1.1.2:** There is an **evaluation of the learning environment**, including evaluation of any influence, positive or negative, resulting from the presence of the **hidden curriculum**.

We all have a role to play in  
maintaining a psychological  
safe and educationally  
supportive clinical learning  
environment.



QUESTIONS?