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# CFD Update

## Enhancing Teacher Performance Program & CFD Membership

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# Enhancing Teacher Performance Program

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# Enhancing Teacher Performance Program

The Enhancing Teacher Performance (ETP) Program is a program focused on enhancing effectiveness as a clinical or laboratory-based teacher.

Grounded in a model developed at the CFD describing [teaching excellence competencies](#), faculty at any stage in their careers can engage in this short-term intensive program to maximize their teaching competencies.

## **September 2021 – December 2022:**

- 8 program participants
  - 6 completed; 2 currently enrolled
- 3 coaches
  - 2 of 3 coaches started in September 2022

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# Program Design

- Typically 3-6 month program
- \$6K – paid in combination between department/division/hospital/faculty
- Flexible: different pathways to referral to coaching and in implementation.
- Combination of:
  - direct coaching
  - simulation teaching practice
  - engagement with curated faculty development resources/tools/articles
  - participation in workshops aligned with learning goals
- Faculty co-develop a faculty development plan under the guidance of coach
  - Plan is signed off by all parties, including “sponsors”

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# Tracking Progress: Coach & Coachee Ratings

## Scales

- Adapted scales to study behaviour change, and to assess and reflect on a Coachee's affective state and stage of progress towards change.

## Findings:

- Coachees typically rate their progression/improvements higher than coach
- Coachees perceive intent to change practice as signals of positive change
- Coachees report training confirms what they know or what they believe they already sometimes do, acknowledging most often that they “forget” or fall back into unhelpful patterns – need to consider how monitoring happens
- Coachees acknowledge the need to perform new skills and behaviours in actual interactions with learners.

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# Emerging Themes from Coaching

Most faculty identify the following areas for improved teaching practice:

- Giving and receiving feedback
- Maintaining a psychologically safe learning environment
- Managing conflict
- Challenging communication styles and approaches to engaging the learner
- Understanding microaggressions and their impacts in the learning environment
- Knowledge of equity, diversity, inclusivity and accessibilities issues in the learning environment
- Role Modelling and the Hidden curriculum
- Setting the learning climate
- Supporting self-awareness and reflective practice
- Supporting learners in difficulty

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# Emerging Themes from Evaluation

- High overall rating of quality of learning experience and coaching
  - Tailored coaching sessions most valuable component
  - Feedback skills developed
- Lower ratings reported in relation to structural empowerment
- Engagement with program and CFD earlier



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# CFD Membership Launch Update



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# CFD Membership

CFD membership includes **special access** to the CFD suite of programming and resources, **discounts** and **many more benefits!**

See a full list of benefits for each membership category at [centreforfacdev.ca/membership/](https://centreforfacdev.ca/membership/)

1

**2 Free Workshops**

2

**Exclusive Discounts on our Programs**

3

**Special access to members-only events**

4

**Being a part of our broader Faculty Development Community... and more!**

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- This is **NEW** – even if you have been affiliated with the CFD in the past, this requires **ACTION**
  - **Membership is offered free to Temerty Medicine and Unity Health** staff, clinicians, learners and patient and family partners
  - **Takes only a couple of minutes to add membership to your existing CFD account**, but this step will be required annually
  - Now restricts the **number of free annual workshops someone can sign up for to 2** (hoping this curbs significant no shows)
  - Membership needs to be applied **annually**
  - **Why?** *Supports continued sustainability of the CFD and recovers costs associated with us running high quality programs and events that include our broader community and extends our reach.*

# Our Ask:

- **Share information** about CFD Membership with your programs/departments/networks (and consider retweeting or sharing CFD social media posts)
- Consider taking time at the beginning of a meeting to **orient people to CFD membership** (including the video that can be found on the FAQ page on the CFD website)
- **Register yourself as a General Member TODAY** (unless you facilitate/teach within a CFD program – then you have already been auto-registered within the *Faculty Member* category)

**Learn more about membership and  
sign up today at  
<http://centreforfacdev.ca/membership/>**