

Is Teacher Training Necessary for Medical Educators?

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ABSTRACT

Teacher training is crucial for those involved in medical education. This field requires not only a deep understanding of the subject matter but also skills in teaching methodologies, effective communication, and assessment techniques. Well-structured training programs prepare educators to effectively implement active learning strategies, including problem-based learning and simulations. It fosters critical thinking and problem-solving skills amongst the learners. It also improves the capacity to create thorough assessment methods. Ultimately, investing in the development of faculty ensures that medical educators are well-prepared to shape skilled and empathetic future healthcare professionals.

Keywords: *Active learning; assessment; educator; training.*

BACKGROUND

Medical education has historically relied on clinicians to impart knowledge to medical students. However, having extensive subject-matter expertise alone is insufficient to meet the evolving needs of today's medical students. The ability to know and the ability to teach are different skills; an individual who is knowledgeable may not necessarily be an

effective educator. This deficiency in teaching skills highlights the urgent need for structured and organized training programs designed for medical educators.

ACTIVE TEACHING-LEARNING METHODS

The challenges of medical education arise from the vastness of its curriculum. It is crucial for teaching methods to evolve in order to

successfully engage students, promote critical thinking, foster problem-solving skills, and apply the acquired knowledge. Research in medical education indicates that active learning approaches, such as simulation-based learning, problem-based learning, team-based learning and peer teaching where learners become teachers, can greatly improve student performance.[1]However, faculty without formal training may find it challenging to apply these methods successfully, which can diminish their overall educational effectiveness.

ASSESSMENT METHODS

Furthermore, efficient assessment techniques are essential components of medical education. In addition to conventional tests, instructors need to assess communication skill, ability of ethical decision-making, and clinical reasoning. A well-organized training program will provide educators with essential knowledge and skills needed to develop and implement comprehensive assessment strategies.[2]

IMPACT OF TEACHER TRAINING

In Nepal, faculty development programs have recently attracted significant interest, with medical colleges and universities offering courses ranging from a few days to a week. These programs emphasize teaching methodologies and assessment techniques. Participants have noted an improvement in their knowledge and the practical

implementation of the skills acquired during the training. Numerous medical professionals in Nepal have described this training as not only advantageous but also uplifting and motivating, resulting in a transformation in their teaching methods.[3]

In addition to enhancing teaching methods, student engagement, and assessment practices, the teacher training program should prioritize the emotional and mental well-being of educators. Research shows a clear link between the well-being of teachers and their social and emotional skills. The stress associated with balancing academic responsibilities, research commitments, and clinical duties can adversely affect teaching quality. Faculty development programs that integrate wellness and stress management training can enhance both personal well-being and professional performance. [4]

CHALLENGES

Some believe that implementation of training programs places additional burden on educators who are already managing heavy workloads. However, it is essential to recognize that professional development is an investment that significantly contributes to the sustainability and effectiveness of medical education systems.

CONCLUSIONS

Hence, fostering a culture of continuous learning among educators will lead to better

outcomes for students, faculty, and the healthcare system as a whole. As medical educators play a crucial role in shaping the future of healthcare and to maintain the highest standards of teaching, structured training programs are essential rather than optional.

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