

Teaching Different Learners



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Teaching to Different Learners



- Physician Assistant students
- Nurse Practitioner students
- Medical students
- Residents
- Fellows
- Others

Learner Needs and Expectations



- Read goals and objectives of the rotation sent to you by the institution.
- Student CV, if available.
- Schedule orientation with student before seeing first patient, make the time.
- Ask learner about their abilities, i.e., previous rotation, sense of acquired skills.
- What are their expectations, goals for this experience.

Orientation



- First date, getting to know each other a bit, welcoming.
- Logistics, be explicit about responsibilities if needed, i.e., dress, where to park, sit, arrive, leave.
- Discuss teaching methodologies that will be used; observation, role modeling, questioning, case based instruction, self-directed, independent learning.
- Be mindful to tailor teaching to skill set of learner, first rotation for PA student vs third year FM resident.

Differences in Learners



- Medical Model vs Nursing Model
- Documentation requirements
- Use of students as scribes
- Ordering procedures/medications

Medical Model



- PA, medical student, MD/DO resident
- Traditionally, a disease-oriented approach to patient care.
- Emphasizes anatomical, physiological and biochemical malfunction as cause of ill health.
- Learning is mastery of history gathering, physical exam, interpretation of ancillary tests, development of D.D., and treatment.
- Again, traditionally, de-emphasizes lifestyle teaching and cultural considerations.

Nursing Model



- NP
- Nursing model, traditionally, accounts for the whole patient, not just the disease or condition.
- Described as “holistic,” concerned about the mental, emotional and physical needs of the patient.
- Nurses learning is development of “care plans,” not formulation of medical diagnoses.
- “Care plans” rely on detailed individual assessment, planning, goal setting, and evaluation of interventions.

Medical vs Nursing Model



- Adult learners have a great deal of experience/knowledge that they use to help them learn new ideas/skills.
- Just as experience is different for learners (novice vs approaching competent) their approach to learning may be different.
- But in the end, we are all responsible for the same patients, their health and safety.

Documentation Requirements



- CMS does not accept student documentation to stand alone for billing.
- Students document for learning purposes.
- Students should never be logged into an EMR under the supervising (billing) provider to aid documentation – FRAUD!
- Billing provider's documentation must contain all elements and stand alone, no copy and paste from student note.

Documentation Requirements



- Resident documentation can in its entirety be used for billing purpose.
- Medicare Part B requires though that the teaching physician must personally perform the service or at least be physically present during the critical or key portion of the service.
- Claims must include modifier GC, “This service has been performed in part by a resident under the direction of a teaching physician.”

Documentation Requirements



- Teaching physician documentation (attestation to resident note), at a minimum must say “I saw and evaluated the patient and agree with the residents findings and plan. See resident’s note for details.”
- Advisable to personalize, history you may have taken, part of exam you did, your recommendation for plan.
- Primary care exception rules apply only to resident documentation in their residency program.

Students as Scribes



- CMS does not specifically address use of scribes, but states all medical record entries must be reviewed, confirmed, and authenticated by the responsible physician.
- The JC, neither endorses or prohibits the use of scribes, they would hold organization responsible to follow HR standards, including job description, scribe orientation and training, and performance evaluations.
- Because of these standards, use of a student as a scribe would be very difficult.
- Learning documentation vs scribing not the same thing.

Student Order Entry - Unlicensed



- Students who do not have a license (PA students, med students mostly) can draft or pend orders but cannot sign.
- Should have orders signed immediately before leaving area.

Student Order Entry - Licensed



- NPs, residents have license in state and may order labs, x-rays, and medications to the limit of their license.
- NP, residents with REL may not order schedule II-V medications without supervising physician signature.



- Questions?

A Few Thoughts about Adult Learners



- Adult learners must be adequately motivated to change their behavior, learn.
- Motivation is internal, perceived greater benefit than risk
- Example, benefit is death without want
- Successfully learn skill->pass rotation->complete program->get hired in chosen field->make enough money to live well->retire happy->die without wants

Adult learners



- Must have a clear picture of the new behavior
- Clear, concise learning objectives
- Chaotic presentation of the facts leads to chaotic learning.

Adult Learners



- Must have an opportunity to practice the new skill
- If a skill is learned but not practiced (not needed), first the skill will be lost, but worse, the original intent of the importance of learning that skill may change future learning
- I learned stupid things in the past, this seems like a stupid thing to learn now.

Adult learners



- Have a great many preoccupations outside of a particular learning situation
- May have demands on time, energy, some occupational, others real life commitments.
- Some can deal with several issues simultaneously, others overwhelmed by one

Adult Learners



- Adults, like draft horses, are subject to fatigue, and have relatively large bodies subject to the stress of gravitational pull
- Sitting in a chair for >1.67 hours leads to edema of the gluteus and the brainstem
- Knowledge = Information + Synthesis/24-Hrs of sleep

Adult Learners



- Are people who have developed a reflex toward authority
- “I fight authority and authority always wins.”
- How the teacher is viewed as “authority” and what their general response to authority will greatly affect their learning.

Adult Learners



- Are people who have developed selective stimuli filters
- Noise, food smells, attractive members of a compatible gender may overload these filters
- Also, can filter out distressing or unpleasant parts of the learning situation, adults often hear what they want to hear

Adult Learners



- Are people who can, and occasionally, do want to change