

2013
EDITORIAL REVISION 2020
VERSION 1.0

These training requirements apply to those who begin training on or after July 1, 2013.

DEFINITION

Clinician Educators are physicians with formal training in medical education who provide consultative advice for educational projects in the health professions. Clinician Educators apply theories and principles of medical education to education practice, including but not limited to curriculum design and implementation, scholarly teaching and learning, learner assessment, program evaluation, education scholarship, and educational leadership. Clinician Educators may practice across the continuum of medical education, from undergraduate to postgraduate to continuing professional development. Clinician Educators disseminate their innovations and original ideas in a scholarly manner.

ELIGIBILITY REQUIREMENTS

To be eligible to apply for the Royal College diploma for Clinician Educators, candidates must be physicians, currently in practice or enrolled in postgraduate training, with demonstrated proficiency in teaching and engagement or experience in local or national medical education activities.

GOALS

On completion of training, an AFC diplomate is expected to function as a competent Clinician Educator, capable of an enhanced practice in this area of focused competence. The candidate must acquire a working knowledge of the theoretical basis of the discipline, including its foundations in the learning sciences, social sciences, and management sciences.

Diplomates must demonstrate the requisite knowledge, skills, and attitudes for the effective delivery of education to a diverse population across the continuum of medical education. In all aspects of this specialist practice, the diplomate must be able to address ethical issues and issues of gender, sexual orientation, age, culture, and ethnicity in a professional manner.

At the completion of training, the diplomate will have acquired the following competencies and will function effectively in the following domains:

Medical Education Expert

Definition

As *Medical Education Experts*, Clinician Educators integrate all of the CanMEDS Roles to function as clinicians and to engage in ethical educational practice.

Key and Enabling Competencies: Clinician Educators are able to ...

- 1. Function effectively as consultants, integrating all of the CanMEDS Roles to provide optimal and ethical clinical education**
 - 1.1 Demonstrate the application of all CanMEDS competencies relevant to their education practice
 - 1.2 Perform an education consultation
 - 1.3 Demonstrate the ability to prioritize professional duties when faced with multiple learners, patients, and problems
- 2. Establish and maintain the knowledge, skills, and attitudes appropriate to their education practice**
 - 2.1 Apply knowledge of the learning sciences, social sciences, and management sciences relevant to their education practice
- 3. Recognize the limits of their experience and seek appropriate consultation from other professionals and education experts**

Collaborator

Definition

As *Collaborators*, Clinician Educators work effectively within a team to create an optimal learning environment.

Key and Enabling Competencies: Clinician Educators are able to ...

- 1. Participate effectively and appropriately in an interprofessional team**
 - 1.1 Describe the Clinician Educator's roles and responsibilities with respect to other educators and professionals
 - 1.2 Recognize and respect the diversity of roles, responsibilities, and competencies of other professionals in relation to their own
 - 1.3 Work with others to assess, plan, provide, and review learning activities, including coordinating learning activities with clinical care
 - 1.4 Participate in a community of practice
- 2. Work effectively with other educators and professionals to prevent, negotiate, and resolve interprofessional conflict**

Manager

Definition

As *Managers*, Clinician Educators are integral participants and often leaders in educational organizations. They organize sustainable practices, make decisions about allocating resources, and contribute to the effectiveness of the education system.

Key and Enabling Competencies: Clinician Educators are able to ...

- 1. Serve in administrative or leadership roles in education**
 - 1.1 Lead or implement change in an educational program or organization
 - 1.2 Contribute to the development or implementation of an education policy or program
- 2. Participate in activities that contribute to the effectiveness of their education programs and/or organizations**
 - 2.1 Participate in quality improvement, such as accreditation or evaluation of programs
 - 2.2 Describe the structure and function of the education systems and organizations in which they work
- 3. Manage their practice and career effectively**
 - 3.1 Set priorities and manage time to balance education activities, patient care, and personal life
 - 3.2 Develop a relationship with a mentor

Scholar

Definition

As *Scholars*, Clinician Educators demonstrate a lifelong commitment to reflective learning, as well as the creation, dissemination, application, and translation of knowledge in medical education.

Key and Enabling Competencies: Clinician Educators are able to ...

- 1. Maintain and enhance professional activities in medical education through ongoing learning**
 - 1.1 Describe and implement the principles of maintenance of competence
 - 1.2 Recognize and reflect on personal learning issues

- 2. Critically evaluate information and its sources, and appropriately apply this knowledge to their education practice**
- 3. Facilitate the learning of trainees, colleagues, and others**
 - 3.1 Describe principles of learning relevant to medical education
 - 3.2 Identify, in a collaborative manner, the learning needs and desired learning outcomes of others
 - 3.3 Select effective and tailored teaching strategies and content to facilitate others' learning
 - 3.4 Demonstrate effective and scholarly teaching in multiple relevant contexts
 - 3.5 Provide effective feedback to learners
- 4. Systematically design, implement, and evaluate a curriculum**
 - 4.1 Design, implement, and analyze results of a needs assessment
 - 4.2 Create behavioural objectives
 - 4.3 Design a curriculum blueprint
 - 4.4 Explain standard-setting
 - 4.5 Design a program evaluation
- 5. Design an assessment program**
 - 5.1 Describe and apply the principles of assessment
 - 5.2 Describe and appropriately use a variety of assessment strategies
 - 5.3 Provide formative assessment
 - 5.4 Design a remediation plan
- 6. Contribute to the development, dissemination, and translation of new medical education knowledge and practices**
 - 6.1 Describe and apply the principles of education scholarship

Professional

Definition

As *Professionals*, Clinician Educators are committed to the well-being of learners through ethical education practice and high personal standards of behaviour.

Key and Enabling Competencies: Clinician Educators are able to ...

- 1. Demonstrate a commitment to their learners, patients, profession, and society through ethical education practice**
 - 1.1 Exhibit appropriate professional behaviors, including honesty, integrity, commitment, compassion, respect, and altruism

- 1.2 Recognize and respond appropriately to ethical issues encountered in their education practice
 - 1.3 Manage conflicts of interest
 - 1.4 Recognize the principles and limits of learner confidentiality as defined by professional practice standards and the law
 - 1.5 Maintain appropriate boundaries with learners
- 2. Demonstrate a commitment to their learners and to the medical education community through participation in profession-led regulation**
- 2.1 Demonstrate accountability to professional regulatory bodies
 - 2.2 Participate in peer review
- 3. Demonstrate a commitment to physician health and sustainable practice, including the well-being of learners**

REQUIRED TRAINING EXPERIENCES

Note: This section should outline the mandatory standards for curriculum elements.

Completion of the Clinician Educator program includes completion of six units, as described in each unit syllabus.

Four core units must be completed:

- Foundations
- Teaching and Learning
- Curriculum
- Assessment

At least two of the following selective units must be completed:

- Leadership
- Scholarship
- Simulation

This document is to be reviewed by the Clinician Educator AFC Committee by December 31, 2022.

Approved – Specialty Standards Review Committee – June 2013

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Approved – Office of Specialty Education – January 2021