# UBC Family Practice Preceptor Role Description

## Creating an Environment That Supports Learning

### Enabling Competencies:
- Active relationship development
- Using an adult learning approach (i.e. shared input and responsibility)
- Using ethical teaching practices

### 1. CREATING AN ENVIRONMENT THAT SUPPORTS LEARNING

- Gives access to adequate physical space for the learner to work
- Makes self available for teaching
- Seeks to understand the learner, including their goals and expectations, and finds common ground to develop educational goals
- Recognizes power imbalances in the relationship and attempts to mitigate their effects

## Actively Facilitating Learning and Skill Development

### Enabling Competencies:
- Targeting teaching to individual learner needs and abilities
- Using an adult learning approach (i.e. shared input and responsibility)
- Prompting active engagement of learner
- Demonstrating efficient and effective communication

### 2. ACTIVELY FACILITATING LEARNING AND SKILL DEVELOPMENT

- Participates in the co-management of patients, including identifying opportunities to promote learner independence
- Stimulates and demonstrates clinical reasoning
- Communicates learning points efficiently and effectively
- Provides the learner with regular performance feedback

## Accurately Assessing Learner Performance and Providing Performance Feedback

### Enabling Competencies:
- Assessing learner needs and using these to customize learning experiences
- Using validated assessment approaches to conduct trustworthy (i.e. valid and reliable) assessment
- Providing regular feedback that supports performance improvement
- Responding appropriately to a learner in difficulty

### 3. ACCURATELY ASSESSING LEARNER PERFORMANCE AND PROVIDING PERFORMANCE FEEDBACK

- Regularly observes learner performing the various duties of a physician
- Uses program-specified tools for documenting feedback and assessment
- Assesses learner strengths and deficits and communicates these to learner
- Seeks help from peers and program leadership with issues relating to learner performance

## Modelling Effective Practice

### Enabling Competencies:
- Modelling professional practice as a physician
- Following program policies regarding supervision and teaching
- Reflecting on teaching and adjusting approach, as warranted

### 4. MODELLING EFFECTIVE PRACTICE

- Practices evidence-based and patient-centered medical care
- Expresses Family Medicine values and principles in day-to-day clinical practice
- Reflects on teaching and actively seeks to improve teaching competencies

## Developing the Developing Preceptor...

- Adjusts level of supervision and teaching approach to learner’s stage of training
- Works with the learner at reasonable periodic intervals to set learning goals and develop a learning plan
- Encourages self-directed learning and prompts learner self-reflection and self-feedback

## Fully Performing the Competent Preceptor Does All of the Previous, Plus...

- Creates safe and positive learning environment (respectful, open to new ideas, ethical)
- Incorporates the learner’s ideas into their learning experience
- Regularly assesses learner status and adjusts approach, as needed

## Mastery The Masterful Preceptor Does All of the Previous, Plus...

- Forms a strong educational alliance with the learner that includes working together to reach mutually agreed-upon goals that are aligned with program expectations
- Is aware of own biases and mindful to not impose those on learners