WUSM Gateway
Curriculum Coaching Program

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Coaching
Definition

A collaborative solution-focused, results-orientated and systematic process in which the coach facilitates the enhancement of performance, life experience, self-directed learning and personal growth of the coachee.

Anthony Grant, University of Sydney, 2000, quoted by Association of Coaching

Coaching is partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential. -ICF
Coaching Definition

Coaching is not

**Advising** – Unidirectional, question/answer

**Mentoring** – Intentionally selected, mutually agreed upon relationship

**Teaching** – Content expertise
Coaching Program Goals

- Develop a longitudinal relationship between a faculty coach and medical student in a safe environment that will
- Support students in their personal and professional development so that
- Students will achieve their highest potential and be their most authentic selves.
Learning Objectives

- **ICS 1** Demonstrate respectful and effective verbal and nonverbal interpersonal and communication skills with patients, families, colleagues and all members of the healthcare team.

- **PROF 1** Maintain a professionally appropriate demeanor.

- **PROF 2** Exhibit high standards of professional integrity.

- **PROF 6** Recognize, monitor and address psychological and physical factors in oneself that may affect professional performance.

- **PBLI 1** Demonstrate the skills needed for lifelong learning, including the ability to identify and address personal strengths and weaknesses to incorporate formative feedback and to self-assess knowledge and performance to develop a self-improvement plan.
Phase 1: Gateway to the Foundations
- Molecules to Society
- Defense & Response to Injury
- Circulation & Breathing
- Immersion 1
- Immersion 2
- Metabolism & Repro.
- Immersion 3
- EXPLOR

Phase 2: Gateway to Clinical Medicine
- Scaff. & Move.
- Brain & Behavior
- Immersion 4
- Cap.
- Internal Medicine
- Surgery
- Pediatrics
- Obstetrics & Gynecology

Phase 3: Gateway to Specialization
- Psychiatry
- Neurology
- Req. IM Sub!
- ACR #1
- ACR #2
- ACR #3
- ACR #4
- HSC #1
- KSC #2
- KSC #3

Elective

Foundational Integrated Modules
- Molecules to Society: An introduction to the individual experience to health and disease, highlighting the perspective from molecules to society (molecules > genes > cells > organ > organ system > body > individual > society). Deepens appreciation of the human body, the different systems and their normal functions. Introduction to the means by which the different parts of the body operate in harmony to maintain homeostatic conditions. Overview of all curricular threads and the way in which they are integrated throughout all modules.
- Defense & Response to Injury: Introduction to the pathologic mechanisms of disease, with a focus on infectious, autoimmune, and neoplastic mechanics. Specific topics include: host defense and innate and acquired immunity, host defense and innate and acquired immunity, host defense and innate and acquired immunity, host defense and innate and acquired immunity.
- Circulation & Breathing: Functions of circulation (perfusion, vascular compliance, cardiac conduction and contraction) and respiration (air movement and gas exchange, including the role of erythrocytes).
- Immune & Metabolism: Functions of nutrition, digestion, waste removal, and lytic balance.
- Metabolism & Reproduction: Functions of energy, amino acids, and reproduction.
- Scaffolding & Movement: The peripheral nervous system innervation of skeletal muscles, allowing movement of the body; other structural components of the body, including tendons, bones, joints, and ligaments will be featured.
- Brain & Behavior: Functions of the central nervous system, including modulation of movement, somatosensation, consciousness, attention, sleep, speech/language, spatial senses, learning/memory, emotion, motivation, and reward.
- Phase 3 Capstone

EXPLOR

Scientist
- Research
- Educate
- Advocate

Student
- Focus Attention
- Learn

Experimenter
- Explore
- Learn
WUSM Coaching Program Description
Coach Expectations

- 0.2 FTE, 4 year commitment with review and renewal after each curricular phase.
- Administrative support from Coaching Program Coordinator
- 1 afternoons per week, free of other responsibilities to fully participate in the coaching program and availability for Gateway curriculum participation
- 1 other half day per week for student meetings and other coaching program responsibilities
- Develop knowledge of the academic, social and developmental challenges medical students face and be aware of resources available to support students.
- Participate in faculty development, regular coach meetings and coach retreats.
- Provide feedback/communication with associate deans
- Annual review with Coaching Program Director
Phase 1
First Year Orientation July 13-17, 2020
Module 1: Molecules to Society
- Weekly facilitated group meetings to develop trust, respect, group identity, support
- Oath Building
- White Coat Ceremony TBD

Modules 2-8
- Biweekly facilitated group meetings
- Participation in professional identity formation curriculum
- Immersions

Quarterly 1:1
- Dashboard review, Self-assessment and coach assessment
- Develop learning goals/SMART goals
- Provide early identification of struggling students
- Provide resources.
Coach Expectations

Regular Student Interactions

Phase 2 and 3
- Meet and facilitate groups of students monthly to provide reflective groups and peer mentoring (e.g. WUMS CARE pilot).
- Availability as needed for career development (students will also have career advisors via Assistant Dean for career counseling office)
Coach Expectations:

Assessment and Remediation

- Participation in Competency Attainment Committee meetings as needed for students of concern
- Coaches will not provide high stakes summative assessments of their students
- Coaches may provide low stakes formative assessments
- Coaches may participate in Remediation Planning for students
- Coaches may participate in remediation of non-knowledge based competencies
Coach Training & Faculty Development

- Curriculum Overview and the student Journey
- Coaching Skills
- Student Assessment, Dashboard review
- Communication Skills and Teamwork
- Professionalism and Professional Identity Formation
- WUSM Resources and Policies
- Well Being Support (MHFA, QPR training)
Coach to Student Ratio
(16 Coaches)

AY 20-21
6 Phase 1, Year 1 Students
8 W3 Students

AY 21-22
6 Phase 1-2, Year 2 Students
8 W4 Students

AY 22-23
8 Phase 1, Year 1 Students
6 Phase 2-3, Year 3 Students

AY 23-24
8 Phase 1-2, Year 2 Students
6 Phase 3, Year 4 Students
1st Gateway Grads!
Important Dates of Availability in 2020:

- May 28-29 – Faculty Development Coaching workshop
- July 13-17 - Gateway Curriculum Phase 1 Orientation
Questions?
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