

THE MASTER TEACHER LEADERSHIP AND DEVELOPMENT PROGRAM (MTLDP)

- Joint program of the School of Medicine and Health Sciences (SMHS) and the Graduate School of Education and Human Development of the George Washington University
- Designed to enhance teaching skills, foster scholarship in education and develop leadership potential for faculty in medicine and health sciences
- Extends over a full year (meets weekly on Wednesday afternoons from 12:30 until 5:00 pm) and includes 12 faculty in each year's cohort
- Courses include: Adult Learning, Foundations of Human Resource Development, Evidence-Based Medicine, Assessment of Learning, Qualitative Research, Work Groups and Teams, and Leadership in Organizations
- Participants are expected to:
 - Design learning events and courses in accordance with principles of adult learning
 - Appraise research studies focused on understanding and assessing the learning process
 - Apply principles of effective individual, group and organizational leadership
 - Create a formal leadership plan outlining personal goals and objectives for implementing lessons learned during the program
- Post-MTLDP, graduates are expected to:
 - Function as educational role models and resources for students and faculty
 - Design educational experiences to maximize student learning
 - Lead organizational change related to learning
 - Improve work team effectiveness and diagnose work team issues
 - Pursue education-related research
 - Evaluate educational programs and events

BACKGROUND

- MTLDP developed and initially offered at Children's National Medical Center beginning in 2002.
- In 2005, the program moved to the GW School of Medicine and Health Sciences.
- Beginning in 2009, a librarian from Himmelfarb Health Sciences Library has participated in each cohort.
- Librarians were asked to apply to this competitive program because of the extensive support they provide to the School's educational programs.
- Three librarians have completed the program and one is currently enrolled.

BENEFITS OF PARTICIPATION TO LIBRARY

- Faculty identify health sciences librarians more readily as educational partners
- Librarians seen as a key component of educational technology support
- Librarians invited to lead faculty development seminars on topics such as effective meetings
- Librarians gained a deeper understanding of SMHS educational programs, faculty support needs, and roadblocks to educational progress
- Graduates have created a series of workshops for all Himmelfarb librarians on topics such as adult learning and team dynamics
- Increased participation on educational committees: Curriculum Management Group, Practice of Medicine Committee
- Increased interaction with faculty on an informal basis through continued participation in post-MTLDP events
- Leadership and team skills learned in MTLDP applied to strategic planning exercises for library services and on committees organized to restructure the Medical Center

BENEFITS OF PARTICIPATION TO LIBRARIANS

- Opportunity to prepare new workshops and educational experiences with dedicated prep time plus input and feedback from cohort members
- Enhanced team skills by working on MTLDP projects with colleagues from different disciplines, diverse backgrounds, and varying age groups
- Develop new perspectives on program planning, team development and leadership
- Acquire new knowledge in areas such as qualitative research with unanticipated benefits in areas such as needs assessments and IRB study review

"The MTLDP was a wonderful opportunity to take time to learn and reflect. Generally, I am too wrapped up in every day duties/worries/responsibilities to do this. I really enjoyed being in a cohort of smart, engaged peers and colleagues with whom to share the learning process. I looked forward to every Wednesday."



PROJECTS

- Prepared HINARI class and evidence-based medicine workshop for use with International Medicine Programs
- Revamped existing informatics program for first year medical students to integrate active and adult learning principles
- Expanded health sciences orientations
- Created online professional development community for medical students
- Created LibGuide to track educational research at medical center
- Developed and implemented institution-wide PubMed filters to support evidence-based medicine
- Launched mobile/handheld initiatives to support education and clinical care

SUMMARY

Librarians participating in the MTLDP saw clear personal benefits from participating in the program. The Library itself also benefited from increased visibility and an expanded faculty understanding of how library resources and services can enhance education. While most participants initially worried about their ability to contribute to a cohort comprised primarily of clinical educators, they quickly found that they had unique strengths to offer including:

- Research expertise for in-class and extracurricular projects for the cohort
- Technology advisor exposing cohort to new tools including RefWorks, videoconferencing, RSS feeds, Wordle
- Understanding of how the University as a whole works (Librarians have a lot of useful contacts! They also talk to people across disciplines and departments!)
- Had a unique viewpoint/perspective of students in the first and second years due to participation in problem-based learning program