Mentoring Workshop: Examining & Expanding Mentoring Practices

Speakers:
Anna de Joya, PT, DSc, NCS
Laura Martin, PT, DPT, NCS
Lauren Szot, PT, DPT, NCS
Elizabeth “Libby” Anderl, PT, DPT

General Info

Open to: Physical Therapy/Physical Therapy Assistants,
Occupational Therapy/Occupational Therapy Assistants,
Speech Language Pathologists

Course Date: Saturday, June 1, 2019

Time: Registration at 7:30 am, Course from 8:00 a.m.- 4:45 p.m.

Location: Memorial Hermann Greater Heights Hospital –
TIRR Memorial Hermann
South Tower Conference Center, Main Entrance
Conference Rooms BE
1635 North Loop West
Houston, TX 77008
(I-610 and Ella Blvd, The Heights)

Parking: Parking available in Garage 2,
http://tirr.memorialhermann.org/locations/inpatient-
rehabilitation-greater-heights/.

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**Recommended pre-course activity**
A narrative reflection, self-assessment, and motivation assessment for course attendees will be emailed to registrants prior to the course and asked to complete prior to the course and bring with them to the course for discussion and reflection.

**Handouts**
Electronic handouts will be shared with all attendees prior to the course via email. Please print or download the materials prior to the course for your use. Wi-Fi is available to all; however, we cannot ensure connectivity at all times.

**Overview**

**Description**
The growth and development of clinical programs will depend on enhancing the mentoring skills of clinical mentors for the next generation of expert clinicians. The focus of this workshop is to provide clinicians with the skills and the strategies to mentor and develop mentees toward clinical expertise. This course will facilitate the growth of clinical programs, including residency programs through the advancement of clinical teaching and best practices during clinical mentorship. Clinicians will be more effective and efficient practitioners and clinical mentors by modeling, integrating, and promoting behaviors that are congruent with a mentoring culture.

This course will be presented via an interactive didactic course format. Discussion and active participation in case presentations/scenarios related to mentorship will engage the audience in reflection and problem-solving. Current literature will be used to discuss teaching and learning styles in clinical mentorship. Participants will actively engage in role playing, peer feedback and dialogue with the instructors on the roles of the mentor and mentee in achieving a successful and reciprocal relationship in an advanced practice setting.

**Learning Objectives**
Upon completion of this course participants will be able to:
1. Describe expected outcomes the mentee should achieve after a mentoring program

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2. Describe differences between resident mentoring from clinical instruction of the entry level student and/or training of a new employee
3. Describe roles of the mentor and mentee, as well as the reciprocity of the mentor/mentee relationship
4. Identify learning styles and teaching styles
5. Integrate knowledge of learning and teaching styles to a mentoring strategy
6. Examine roadblocks to successful mentoring practices
7. Develop mentoring tools to maximize mentee’s learning
8. Examine current mentoring relationships and identify challenges and strengths
9. Assess own personal mentoring skills and identify areas for skill development and growth
10. Formulate a strategy for implementing mentoring tools and evaluating mentor performance

Assessment of Learning Objectives
Question and answers, course feedback form

Program Schedule

7:30 - 8:00 a.m. Registration/Breakfast
8:00 - 8:10 a.m. Introduction and Overview of the Day
8:10 - 8:45 a.m. Elements of Mentoring
8:45 - 10:30 a.m. Mentoring Towards Advanced Practice
    Roles of Mentor and Mentee
10:30 - 10:45 a.m. Break
10:45 - 11:15 a.m. Differences between Mentee/Student/New Employee & Mentor/Clinical Instructor (CI)/Supervisor
11:15 - 12:15 p.m. Application of Teaching and Learning Styles in Clinical Mentorship
12:15 - 1:00 p.m. Lunch
1:00 - 2:00 p.m. Challenges of Clinical Mentoring and Problem Scenarios
2:00 - 2:15 p.m. Break
2:15 - 3:30 p.m. Building Mentoring Skills
3:30 - 4:45 p.m. Structured Cases
    Conclusion (Take Home Messages)/Question and Answer/Course Evaluation
4:45 p.m. Adjourn

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Instructional Methods Used
Lecture, PowerPoint presentations, small group discussions, case presentations

Speakers

Anna de Joya, PT, DSc, NCS was the Residency Director of TIRR Memorial Hermann Neurologic Physical Therapy Residency Program from 2010-2015. Anna received her Doctor of Science in Physical Therapy at the University of Alabama at Birmingham in 2012. She is board certified by the American Physical Therapy Association (APTA) as a Neurologic Clinical Specialist since 2008. Anna has been treating patients with neurologic dysfunction across the continuum since 1996. Her current role includes coordinating, evaluating and developing the growth of the program’s didactic and clinical curriculum; serves as a mentor to residents and clinical mentors/faculty; and develops, assesses and coordinates the clinical education and mentoring program for the residents and faculty. She has a variety of experience in teaching both in the clinical setting, academic setting and in the community, including state and national conferences.

Financial disclosures: TIRR Memorial Hermann Employee

Non-financial disclosures: American Physical Therapy Association (APTA) Member & Practice Committee for Neurologic Academy, American Congress of Rehabilitation Medicine (ACRM) Member Neurodegenerative Diseases (NDD) Advisory Group

Laura Martin, PT, DPT, NCS is a graduate of Texas Woman’s University and has been working at TIRR Memorial Hermann Outpatient Rehabilitation for 10 years. Laura has completed the vestibular competency course in 2011 and is one of the lead physical therapists of the vestibular program at TIRR Outpatient. She treats a wide range of neurologic diagnosis, with emphasis in vestibular and concussion rehabilitation and serves as a mentor to the clinical staff. Laura is the Neurologic Physical Therapy Residency Director and prior to taking on this role, was the primary mentor for the residency in the Outpatient location for (continued)
five years as well as clinical instructor for students and mentor to new staff members.

**Financial disclosures:** TIRR Memorial Hermann Employee

**Non-financial disclosures:** None reported

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**Lauren Szot, PT, DPT, NCS** graduated with a Master of Physical Therapy in 2007 and transitional Doctorate of Physical Therapy in 2009 from Louisiana State University Health Sciences Center in Shreveport, LA. She is a graduate of the TIRR Memorial Hermann Neurologic Physical Therapy Residency Program in 2011 and received her Board Certification in Neurologic Physical Therapy in 2011. Lauren has worked in a variety of clinical settings with focus on neurologic rehabilitation. She is currently a Clinical Assistant Professor and Assistant Director of Clinical Education (DCE) at Texas Woman’s University (TWU) in Houston. She also participates in clinical practice in neurologic inpatient rehabilitation at TIRR Memorial Hermann, where she has served as residency mentor and faculty for the TIRR Memorial Hermann Residency Program. Lauren also enjoys professional service through her involvement in the Texas Physical Therapy Association (TPTA) as a member of the Nominating Committee.

**Financial disclosures:** Employment relationship with TIRR Memorial Hermann and TWU

**Non-financial disclosures:** TWU Assistant DCE, TWU Assistant Professor, TPTA Member

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**Elizabeth “Libby” Anderl, PT, DPT** is a Board-Certified Neurologic Clinical Specialist and full-time clinician at TIRR Memorial Hermann in Houston, Texas, where she specializes in inpatient brain injury and stroke rehabilitation. She graduated from the Krannert School of Physical Therapy at the University of Indianapolis in 2015 and completed TIRR Memorial Hermann’s Neurologic Physical Therapy Residency Program in 2016. Libby is actively involved in program development for TIRR Memorial Hermann’s Disorders of Consciousness and (continued)
Neurobehavioral programs, clinical education, teaching, and pro bono work with the Rehabilitation Services Volunteer Project. Libby considers herself an expert mentee after her experiences in residency and new employee onboarding.

**Financial:** TIRR Memorial Hermann employment relationship

**Non-financial:** APTA: Member and Member of Kinesiotaping (KT) Task Force for the Core Set of Outcome Measures

**Speaker Disclosures & Conflicts of Interest**

Policy & Procedures exist whereby all speakers must disclose any relationships which may cause a conflict of interest. Any relevant financial and non-financial relationships will be disclosed via speaker agreement, written notification after agreement, and prior to presentation.

**Education**

Participants must attend the entire course in order to receive Continuing Education Units/Continuing Competency Units (CEUs/CCUs) and course certificate.

No partial credits will be given.

**OT:** Memorial Hermann Health System is an American Occupational Therapy Association (AOTA) Approved Provider of continuing education. This course is offered for 0.75 AOTA CEUs. The assignment of AOTA CEU’s does not imply endorsement of specific course content, products, or clinical procedures from AOTA.

**Instructional Level:** Intermediate

**AOTA Classification Code:** Professional Issues - Supervision

**Contact Hours:** 7.5
PT: Memorial Hermann Health System is TPTA Approved Provider of continuing education. This course meets continuing competence requirements for physical therapist and physical therapist assistant licensure renewal in Texas for 7.5 CCUs.

**Instructional Level:** Intermediate

The assignment of Texas PT CCU's does not imply endorsement of specific course content, products, or clinical procedures by TPTA

SLP: Memorial Hermann Health System is an American Speech-Language-Hearing Association (ASHA) Approved Provider of continuing education-provider ID ABAF. This course is offered for 0.75 ASHA CEUs. The assignment of ASHA CEU’s does not imply endorsement of specific course content, products, or clinical procedures from ASHA.

**Instructional Level:** Intermediate

**ASHA Classification Code:** 7080

Target Audience: Clinicians in the clinical instructor and/or residency mentor roles looking to improve their skills and learn the strategies to mentor and develop mentees toward clinical expertise.

**Registration**

**Class Size:** Registration is open to 60 participants.

**Cost/Registration:** This course is free to the Memorial Hermann Rehab Service Line, with a $25 NO SHOW fee, and $175 for community attendee. Complete registration form is due to reserve your place in the course. Registration fee includes: electronic access to Course Materials, light snacks and lunch. Any questions, please contact: ContinuingEducationRegistration@memorialhermann.org
NO SHOW Fee: TIRR Memorial Hermann offers certain courses to the MHHS Rehab Service line for “free”. In order to plan appropriately for space, supplies, food, and course dynamics we attempt to have an accurate number of those who are attending. If you do not cancel according to the policy stated for this course, do not attend the course, or do not complete the requirements of the course successfully, you will need to complete a $25 NO SHOW fee through the TIRR Memorial Hermann Education Academy: ContinuingEducationRegistration@memorialhermann.org.

Cancellations: Refunds will be granted if cancellation notice is received in writing no later than 14 calendar days prior to the course start date to ContinuingEducationRegistration@memorialhermann.org. If you register and do not attend, or do not fulfill the requirements of the class, you will be charged a $25 incomplete attendance fee. Cancellation of the event by TIRR Memorial Hermann will result in a full refund of monies received. TIRR Memorial Hermann is not responsible for the refund of travel or hotel expenses under any circumstances. TIRR Memorial Hermann reserves the right to cancel or change any programs for due cause. In the event of a cancelation, participants will be notified via email and contact phone number submitted in the registration.

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