

Equipping the team of simulation center to cope with the challenges of education provision in COVID-19 – Faculty Development

Introduction: Covid-19 pandemic had significant influence on all aspects of life, and education was not an exception. Simulation centers had to take the responsibility to accommodate learning opportunities for undergraduate students due to unavailability of hospitals. Faculty development was a vital step taken by Medical Skills and Simulation Center (MSSC), AGU to ensure that quality of sessions is not compromised under these pressure and uncertain conditions.

Methods: As the demand of simulation sessions was almost doubled, new facilitators and technical staff were hired to provide uninterrupted and quality learning services. Firstly, personnel having necessary knowledge and competencies aligning with the needs and goals of the MSSC were identified and hired. Next, skills gaps in each new staff were identified, especially in relevance to e-learning, so training can be provided accordingly to bridge the gap between current and new staff and bring whole team at the same proficiency level. Orientation of new staff with the rules, policies, equipment and practices was the next step (according to their relevant roles) followed by the training on delivering the online and face-to-face simulation sessions. Then, pilot sessions were assigned to make new staff confident, competent and skillful up to certain standards. Using a process of continuous professional development played an important part of faculty development which included; educational meetings, provision of relevant courses and conferences, assisting the team in developing educational material, peer-review and developing shared knowledge among the team members. Finally, regular evaluation of all the staff was conducted by the senior supervisors to identify the areas of improvement.

Conclusion: Most important thing for successful education provision was the change management plan which could address the required needs of the learners. Well-developed faculty plans not only help to make workforce more effective and knowledgeable, but also improve the employee satisfaction and make each member take part in success of the organization.

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