



Teaching the Teachers: Towards Integrated Ophthalmic Education

The International Council of Ophthalmology (ICO) Foundation depends on the generosity of corporations, foundations, and individuals to support the ICO Teaching the Teachers Initiative.

Through this initiative, the ICO, in collaboration with national and supranational ophthalmic societies, provides vital instructional programs and resources to help ophthalmic educators become better teachers. The result is more effective educational programs and better-trained ophthalmologists and eye care professionals worldwide. Ultimately, the outcome is better patient care and eye health.

This proposal for the next three years of the initiative (2018-2020), focuses on expanding from helping individual teachers to integrating ophthalmic education.

Supporting Partners

We are honored to recognize our corporate supporters. Through your generous support, the ICO can more effectively work with our partners to preserve and restore vision on an international scale.

The ICO is grateful to the current and past [supporters](#) of Teaching the Teachers programs including:

Alcon Foundation
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Overview

Since 2004, the ICO has conducted 42 Ophthalmology Residency Program Directors (RPD) Courses, providing support to more than 1,800 directors and faculty in 26 countries. RPD Courses focus on curriculum development, methods of instruction, skills assessments, measuring competence, and resident behavior.

In 2012, through support from industry leaders and other ICO Foundation donors, these courses were expanded and formalized into the Teaching the Teachers Initiative.

In the following years, the Teaching the Teachers Initiative:

- Organized regional conferences and sessions for educators in collaboration with Supranational societies, and the World Ophthalmic Education Colloquium at the biennial World Ophthalmology Congress,
- Developed and disseminated curricula for residents, subspecialty fellows, allied eye care personnel, and ophthalmic educators,
- Published ICO-Ophthalmology Surgical Competency Assessment Rubrics for 6 procedures, with a further three in press,
- Offered valuable resources through our Center for Ophthalmic Educators website, including web-based courses, tools, and blogs for educators,
- Produced a monthly educator newsletter disseminating updates on many of the items above as well as other useful resources for teachers.

Building on the previous initiatives and a full evaluation of programs in 2017, the next initiative 2018–2020 will emphasize:

- enhancing the impact of our programs
- focusing our efforts, and
- increasing integration of ICO education.

While continuing to improve the reach, quality, and capacity of the most successful programs, the ICO will pilot integrating the ICO's educational offerings within specific countries with a customized approach. This focused approach develops existing and future faculty and increases local capacity to sustain and improve quality ophthalmic education and training.

Impact Evaluation

As the ICO continues to enhance the Teaching the Teachers programs, evaluation of these programs' successes, challenges, and opportunities for improvement remains a top priority.

In March 2017, a working group of ICO Board Members and key education leaders evaluated what had been achieved to date. In June 2017, the ICO Education Coordinating Committee met to evaluate and prioritize individual program components, identify necessary changes, and determine lead and lag indicators for continuing programs.

2018–2020: Integrated Ophthalmic Education

Building on the previous six years' experience, the ICO continues to refine and develop Teaching the Teachers. Prioritization and integration will enable us to increase training capacity and offer focused programs meeting local needs, which can be scalable over time. Plans for 2018-2020 will emphasize:

Focus

Prioritize within ICO programs and projects, particularly on teaching and training. Define outcomes, lead and lag indicators, measure results regularly and evaluate progress.

- Complete planned curricula and shift focus to implementation of curricula and related teaching tools.
- Increase capacity, ease of use, and frequency of online courses.
- Increase lasting impact of Residency Program Director courses by holding at least two in-person courses in the same country over a year or two, with continued interaction between meetings and follow-up with participants.

Collaborate

Continue collaboration with Supranational societies, ICO Member societies, and NGOs to share expertise and prevent duplication.

- Organize Residency Program Directors Courses with national societies.
- Conduct webinar training and co-organize webinars with societies.
- Develop educator sessions at Supranational congresses.
- Provide continuing education development support to Member societies.

Integrate

Integrate ICO portfolio of resources at national level: curricula, teacher training, exams, fellowships, continuing education support.

Coordinate ICO education programs to expand and refine portfolio.

- Work closely within the ICO and with a Member society on a customized program, based on ICO portfolio, the local need and ability of society.
- Increase impact in developing faculty for lasting change.
- Strengthen local capacity to sustain changes and improvement of quality ophthalmic education and training.

Scale

Increase the number of educators who are well-trained.

Support ophthalmic educators and teachers by elevating the status of ophthalmic educators and teachers recognizing their contribution to eye health.

Continue to develop and implement programs incorporating the principles of adult learning to train in teaching and learning competencies.

- Conduct focused efforts in collaboration with Member societies and regional groups.
- Develop models based on successes and lessons learned through program implementation.
- Expand ICO Ophthalmic Educators Group and increase local training capacity.

Summary of Plan 2018–2020

Programs	2018	2019	2020
Residency Program Directors Courses	<ul style="list-style-type: none"> – Transition to sustained learning between two courses. – Seven courses: <ul style="list-style-type: none"> • Myanmar • China • Hungary • Indonesia • Kenya • Brazil (Follow up course) • Colombia (Follow up course) 	<ul style="list-style-type: none"> – Six courses: <ul style="list-style-type: none"> • Indonesia (Follow up course) • Other locations TBD 	<ul style="list-style-type: none"> – Six courses: <ul style="list-style-type: none"> – Locations TBD
Eyexcel and Train the Trainers Courses	<ul style="list-style-type: none"> – Eyexcel in India. 	<ul style="list-style-type: none"> – Eyexcel in India. – Eyexcel in Latin America. 	<ul style="list-style-type: none"> – Eyexcel in India. – Eyexcel in Latin America.
Customized Pilot Program	<ul style="list-style-type: none"> – Define pilot country. – Develop collaborative structure. – Begin first pilot. 	<ul style="list-style-type: none"> – Continue first pilot. – Refine approach. – Identify second collaboration. 	<ul style="list-style-type: none"> – Conclude first pilot. – Begin second collaboration. – Evaluate strategy and determine next steps.
ICO Residency Program Accreditation	<ul style="list-style-type: none"> – Define and implement pilot accreditation in three countries. – Link ICO Residency Curriculum to accreditation guidelines. 	<ul style="list-style-type: none"> – Evaluate pilot accreditation, determine continuation and expansion. – Continue to expand distribution of guidelines and introduce best practices. 	<ul style="list-style-type: none"> – If determined feasible, launch ICO Residency Accreditation Program.
Tools for Teaching and Mobile Apps	<ul style="list-style-type: none"> – Publish <ul style="list-style-type: none"> • Three ICO-OSCARs • ICO 360° Evaluation • ICO-OCEX – Develop apps. 	<ul style="list-style-type: none"> – Publish ICO-OSCARs. – Translations and updates. – App expansion and improvement. 	<ul style="list-style-type: none"> – Mobile tool box for assessment through app and linked to Center for Ophthalmic Educators.
Center for Ophthalmic Educators Website and Monthly Newsletter	<ul style="list-style-type: none"> – Update website for enhanced user experience. – Redesign newsletter. 	<ul style="list-style-type: none"> – Website organizes key education tools based on Ophthalmic Educators Curriculum. 	<ul style="list-style-type: none"> – Website presents Teaching the Teachers Initiative programs, resources, and tools as the premier resource for educators.
Educator Sessions at Congresses	<ul style="list-style-type: none"> – APAO Hong Kong – AAO Chicago, USA 	<ul style="list-style-type: none"> – APAO Bangkok, Thailand – MEACO (Location TBD) – SOE Nice, France – PAAO Cancún, Mexico – AAO San Francisco, USA 	<ul style="list-style-type: none"> – APAO Auckland, New Zealand – AAO Las Vegas, USA
World Ophthalmic Education Colloquium at WOC	<ul style="list-style-type: none"> – Eight symposia and workshops for educators plus keynote speech at WOC2018 in Barcelona. 	<ul style="list-style-type: none"> – Presentations from 2018 available online. 	<ul style="list-style-type: none"> – Eight symposia and workshops for educators plus keynote speeches at WOC2020 in Cape Town.

Programs	2018	2019	2020
Continuing Education Support for Societies – Support for ICO Member Society leaders developing local continuing education programs	– Continue to expand distribution of CPD/CME development guidelines – Provide support for one member society	– Online adaptation of guidelines and related resources – Provide support for up to 2 member societies	– Revision of guidelines – Model developed and shared
Capacity Expansion through Skills Transfer – Provide YO from Low Resource Settings with Exposure and Training in High Resource Settings	– 100 Three-Month ICO Fellowships awarded	– 100 Three-Month ICO Fellowships awarded	– 100 Three-Month ICO Fellowships awarded
Online Courses and Webinars for Ophthalmic Educators	– Two courses with unrestricted registration. – Webinars expanded to 2 additional societies.	– Three courses with unrestricted registration. – Two ICO webinars aligned with new Ophthalmic Educators Curriculum. – Webinars expanded to 2 additional societies.	– Four courses with unrestricted registration. – Quarterly ICO webinars. – Webinars expanded to 2 additional societies.
ICO Residency Curriculum Adaptation and Implementation	– Review for currency and revise. – Ongoing integration of exams syllabus. – Adaptation model developed.	– Tools and teaching interventions for adaptation developed. – Adaptation model finalized and disseminated.	– Deployment of adaptation tools by programs. – Reorganization of curriculum in online format to increase usability and adaptation.
Subspecialty Fellowship Curricula	– Completion of Vitreoretinal Surgery, Oncology and Pathology.	– Adaptation tools for subspecialty curricula developed and deployed. – Decision regarding development of additional subspecialty curricula.	– Implementation, adaptation & translation of curricula. – Reorganization of curriculum in online format to increase usability and adaptation.
ICO Curriculum for Ophthalmic Educators	– Content outline expanded with guidelines and assessment tools by broad-based task force of educators.	– Online format of curriculum launched which facilitates use and adaptation, accessible by mobile devices. – Integrate Educator Curriculum with Center for Ophthalmic Educators website.	– Curriculum content formalized into modules to expand personal development of educators.
ICO Ophthalmic Educators Group	– Increase member benefits and group activities streamlined within ICO programs. – Increase number of members.	– Utilize members to extend abilities of ICO programs. – Continue to build ICO educator database.	– Members are regularly utilized as volunteers. – Continue to build ICO educator database.
Enhancements to Teaching the Teachers Outcomes Measurement Procedures	– Measurement of programs against established lead and lag indicators.	– Amend programs based on progress against identified measures. – Enhance program management based on feedback.	– Continue expansion of sustained learning program. – Continue to evaluate and modify programs and evaluation methods based on experience and data.