



Draft, October 12, 2009

International Council of Ophthalmology

To: Board of Trustees
From: Bruce E. Spivey, MD, President
Mark Tso, MD, DSc, Director for Education
Re: Refocusing Ophthalmic Education Initiative

Dear Colleagues,

Early in 2009, we proposed an ICO initiative on “Refocusing Ophthalmologic Education,” the goal of which was:

To enhance all aspects of ophthalmic education globally by engaging the leaders of ophthalmologic societies and other educators in redefining the most effective ways to teach and creating more effective educational programs.

Attached is the original proposal and plans for implementation we outlined at the time.

We recently evaluated the progress we have made and defined plans to move forward with the initiative, which are outlined below.

We have scheduled a discussion of the Refocusing Ophthalmic Education initiative from 1:30 to 3:00 p.m. on the afternoon of October 23 at the Board of Trustees meeting in San Francisco and have invited the chairs of the ICO Education Committee International Task Forces to participate. The agenda for that discussion is attached.

Purpose and Goals

The original purpose defined for the initiative was to:

To enhance all aspects of ophthalmic education globally by engaging the leaders of ophthalmologic societies and other educators in redefining the most effective ways to teach and creating more effective educational programs.

Secondary goals were to:

1. Educate the educators about modern teaching and learning theory and methods and make relevant resources available to them.
2. Help develop stronger societies and educational institutions.
3. Help develop more effective leaders.

We believe another important secondary goal that was not stated originally should be added:

4. Stimulate and support collaboration on educational programs and materials.

Significant side benefits to the ICO of the initiative would be to strengthen our leadership in ophthalmic education and to contribute to “building a world alliance for sight.”

Original Plan

The initial plan to achieve these goals was:

1. To inform and engage the society leaders and educators:
 - a. in series of meetings at supranational congresses in Bahrain, Bali, Amsterdam and San Francisco
 - b. in forums and discussion groups on the ICO Web site.
2. To ask the chairs of the ICO Education Committee Task Forces to take the leadership in their areas of responsibility.
3. Report on progress at the World Ophthalmic Education Colloquium 2010 in Berlin and define at that time what should be done next.

For more details on the original plan, see the attachment.

Evaluation

The results of our recent evaluation of progress:

Pros:

- Excellent presentations at meetings in Bahrain, Bali and Amsterdam, each followed by stimulating and helpful discussions of key issues, such as accreditation and certification, leading to some consensus (e.g., model curricula for subspecialties would be helpful)
- Good communications about the initiative in the *ICO Leader Letter* and *ICO Notes*.
- Some participation and contributions to the discussion at <http://www.icoph.org/refocus> .
- Agreement of all the chairs of Education Task Forces to participate, with various degrees of active involvement

- Creation of a new ICO blog on e-learning (<http://icotechnology.blogspot.com>) and the start of a process by Dr. Mayorga to engage other ophthalmologic organizations in a collaborative effort to define an online course on Web Based Teaching for ophthalmic educators.

Cons:

- Disappointing attendance at all of the Refocusing sessions so far, and less than desired participation in the online forum
- Lack of clear understanding among most people (ICO leaders and others) of what exactly we are trying to accomplish through this
- We don't have a clear and simple framework for ophthalmic education that is broadly understood, with specific pigeon holes into which people can plug ideas. The initiative is too amorphous and not concrete enough.
- For the most part, we have not given educators specific, useful, implementable tools or practical information they can use.
- There has been a tendency for the ICO to decide and lecture about what can be done rather than engaging the supranational societies and others in real collaboration on the initiative or on educational programs.

In summary, we have gotten the discussion going but not achieved a wide level of understanding and participation. It is not clear exactly where we are heading with this initiative, and it may be too amorphous, with discussions at too broad a level, not practical enough.

One critical issue we identified in our discussion is that not many society leaders or others think of themselves as "ophthalmic educators." There are lots of people involved in education but most have other functions that are more important to them. (Most may choose to go to a clinical session at a meeting rather than one on ophthalmic education.)

It may be important for the ICO to emphasize the importance of ophthalmic educators and critical role that they play in improving eye care worldwide.

Proposed Plans

Following are proposed plans for moving forward:

1. As the ICO Task Force on CME has done, work to develop **separate mailing lists and "special interest groups" of all those who are involved in:**

- residency training (program directors and faculty)
- subspecialty training
- medical student education
- allied health education

- CME and organizing ophthalmology congresses
- using new technology for teaching and learning.

Consider also developing a list of those involved with:

- accreditation of educational programs and certification of ophthalmic personnel.

(Obviously, some people will be on more than one list.)

2. Establish separate **online resource centers and discussion groups for each area** (CME, medical student education, etc.) as part of the ICO Web site. We already have one for residency education (WORD: www.icoword.org), and Dr. Mayorga has started one on e-learning (icotechnology.blogspot.com).

These resource centers would be a lot **more practical**, focusing on how to teach effectively and offering tools and resources, in addition to the potential for discussion.

We would ask each of the Education Committee Task Force Chairs to designate a Committee member to work with us on building these areas. We may take different approaches (e.g., Google Groups, Facebook) for different subjects to see what is most effective.

3. Send regular **specific mailings** to those involved in each area (listed in #1 above) telling them about resources and asking for their feedback on specific questions. These mailings would be similar to the WORD monthly newsletter (<http://www.icoword.org/mod/resource/view.php?inpopup=true&id=766>), but maybe a bit more personal and asking for specific contributions and actions.

4. We have organized a second World Ophthalmic Education Colloquium (WOEC) at the 2010 World Ophthalmology Congress in Berlin, with "Refocusing Ophthalmic Education" as a theme. WOEC 2010 will include:

- a. A plenary session for all participants with:
 1. An overview and update on what has been accomplished so far (by Drs. Spivey and Tso)
 2. A keynote presentation from a leading expert in medical education outside of ophthalmology outlining what else we might do to improve how we teach.
- b. Separate symposia reporting on and demonstrating new methods and models of education in each of the following areas:
 - Medical Student Education
 - Allied Health Education
 - Residency Training
 - Subspecialty Training
 - Continuing Medical Education
 - Use of Emerging Technologies for Teaching and Learning.

5. Dr. Karl Golnik has suggested that ICO organize **one- or two-day conferences for ophthalmic educators prior to supranational Congresses**. This could be in some ways similar to the ICO Program Directors Courses, but ideally more collaborative with the supranational societies and others, and maybe more flexible with regard to content.

These conferences might include:

- a. A plenary session with reports on Refocusing, talks about adult learning and teaching methods, global trends in medical education, exciting case studies and new programs, etc.
- b. Separate half-day workshops/meetings for all those involved in each area of education: CME, medical student education, allied health, fellowship training, etc.
- c. Half-day or shorter workshops on interdisciplinary subjects like elearning, curriculum development, evaluation, online collaboration, certification and accreditation, etc.
- d. A final plenary session with reports from the workshops and an emphasis on more practical information to make education more effective.

We could build demonstrations of new educational technology and methods into the program and maybe a Web cast for those who can't be there.

We have been invited to organize such a two-day conference on March 19 – 20, 2011 in collaboration with the organizers of the Asia-Pacific Academy of Ophthalmology (APAO) Congress in Sydney, which the ICO is co-sponsoring,

Two other possibilities would be prior to the:

- the APAO Congress in Beijing on September 16 – 20, 2010
- the Pan-American Association of Ophthalmology (PAAO) Congress in Buenos Aires, July 6 – 9, 2011.

Obviously, a key factor in success would be convincing people to come, and we would need to define a clear purpose, learning objectives, agenda, etc.

We would also recommend establishing a fund for travel grants for each conference to make it possible for educators from developing countries, where the need to enhance ophthalmic education is the greatest, to participate. We are planning to ask the ICO Foundation to seek support for organizing such conferences and providing the travel grants.

6. When we have the lists of those involved in the different aspects of ophthalmic education developed, conduct an **online survey of ophthalmic educators** and ask them about their needs, priorities, interests, etc., which would help us define the program for

the supranational conferences and what we want to do with the online resources centers and forums.

7. We have initiated talks with Dr. Aziz AlRajhi about the possibility of the ICO and MEACO working together to make the **2012 World Ophthalmology Congress in Abu Dhabi a demonstration** of how modern teaching methods and technology can be used at a Congress, along with other communications technology that will enhance the education and serve as a model and learning experience for organizers of other ophthalmic congresses.

Other Possible Actions:

We would appreciate your feedback on these possibilities we have discussed:

8. To make the Refocusing Ophthalmic Education more concrete and focused, one option would be to define some possible **principles and/or recommendations** on ophthalmic education that we would work to develop consensus on worldwide. For example:

“All graduating medical students should demonstrate knowledge of how to treat (or whether to refer) a defined set of common ophthalmic problems that they are most likely to see in their practice.”

or

“All programs for training subspecialists in ophthalmology should have a defined curriculum and process for evaluating whether students have learned what they need to know to practice the subspecialty.”

9. Consider whether we should work toward creating a **white paper on “Refocusing Ophthalmic Education,”** similar to the report on “Medical Professionalism in the New Millennium: A Physician Charter” that was circulated some years ago or the report on “Reforming and Repositioning Continuing Medical Education” (http://www.jcehp.com/vol25/2503_CMEreport.pdf). Such a document might include an evaluation of the current status of ophthalmic education, principles, recommendations and specific suggestions for each field (medical student education, etc.) with input from those involved in each area.

10. If we decide we want to do #7 or #8, organize a **meeting of the ICO Education Committee** in conjunction with another meeting early in 2010 to consider the feedback we have received and define possible principles and recommendations, both in general, and in each of the specific areas.

11. At the **World Ophthalmic Education Colloquium 2010** in June in Berlin, invite all ophthalmic educators and society leaders to participate, with an opportunity to give their opinions and on draft recommended principles and recommendations, leading to a report sometime late in 2010.

Obviously there are operational and financial implications for these ideas. We would appreciate your feedback on which you believe we should pursue.

Responsibility

ICO President Dr. Spivey and Education Director Dr. Tso co-chair this initiative. The chairs of ICO Education Task Forces have agreed to serve on a Steering Committee and lead the discussion in their areas of responsibility:

- Susan Lightman, FRPC: Medical Student Education
- William Astle, MD: Allied Health Education
- Andrew Lee, MD: Residency Curriculum
- Karl Golnik, MD: Residency Program Directors Courses
- Randall Olson, MD, Subspecialty Training
- Juan Verdaguer, MD, Continuing Medical Education
- Eduardo Mayorga, MD, New Technologies for Teaching and Learning

Additional members of the Steering Committee may also be named.

ICO Executive Director Bill Felch is staffing the initiative and Communications Manager Monica Slater will create the online resource centers in consultation with Dr. Mayorga.

Budget

We have budgeted:

- \$2500 in 2010 for travel of a keynote speaker for the WOEC in Berlin.

Most other costs are being incorporated into plans for development a new ICO Web site and information technology.

We will ask the ICO Foundation to seek funding to support the Conferences of Ophthalmic Educators prior to supranational congresses. We estimate a budget of \$15,000 for faculty travel, meeting rooms and facilities for each conference and will recommend creating a \$15,000 travel grant fund for each Conference.



Draft, May 13, 2009

International Council of Ophthalmology

Refocusing Ophthalmic Education

Executive Summary

The International Council of Ophthalmology (ICO) is committed to enhancing the education of ophthalmologists and those who work with them worldwide. We recognize that, to achieve that, we must work closely with other ophthalmologic societies, eye care institutions and teaching programs.

This document proposes that the ICO lead an initiative that would engage the leaders of societies and educational programs around the world in “Refocusing Ophthalmic Education.” It suggests that we learn more about modern educational theory and effective methods of teaching adults and offer continuing education for ophthalmic educators in how to teach effectively. This would serve as a basis for collectively redefining how we train ophthalmology residents and subspecialists, medical students and allied eye care personnel and provide continuing education to them.

The desired outcome is the development of more effective teaching programs and materials, resulting in enhanced ophthalmic education and, ultimately, improved eye care throughout the world.

Background

ICO Commitment to Education

Improving the education of ophthalmologists and those who work with them has been the top priority of the ICO since it was founded in 1927, with roots in the first International Congress of Ophthalmology in 1857.

In addition to the Congress (which has been incorporated into the World Ophthalmology Congress ®), the ICO has developed various educational programs, including, most notably:

- Basic and Clinical Science Assessments (offered each year in about 60 countries)
- International Fellowships (more than 350 awarded)
- International Clinical Guidelines (21 available).

The ICO Education Committee has Task Forces focused on:

- training of ophthalmology residents
- training of subspecialists
- education of medical students
- education of allied eye care personnel
- continuing medical education
- use of new technology for teaching and learning.

The ICO renewed its commitment to ophthalmic education in the Strategic Plan it adopted in 2007, which stated in part that the organization should:

Focus on ophthalmic education, particularly (but not exclusively) training of ophthalmologists, subspecialists, medical students and allied personnel to serve in developing countries and underserved areas.

Commitment To Leadership and Society Development

In the process of defining that Strategic Plan, the ICO recognized that, if we really want to improve education and access to eye care worldwide, developing our own educational programs will not be enough. We concluded that:

- To have a major impact on education and eye care, the ICO will need to work with and through other ophthalmologic societies, eye care organizations and teaching programs worldwide.
- Helping those organizations develop effective leaders and organizations will be critical to their (and our) success.

This led the ICO to establish a World Ophthalmology Roundtable on Leadership Development (WORLD): “to bring leaders of ophthalmologic societies and educational institutions together to exchange information and ideas that will help them develop effective organizations and programs to enhance ophthalmic education and access to eye care.”

We organized the first WORLD Roundtables at regional congresses in Pakistan and Dubai early in 2007, with leaders from those regions, and subsequent WORLD meetings in Africa and Hong Kong.

World Alliance for Sight

In 2008, the ICO defined a model for the kind of organization it might be in the future and the role it could play in international ophthalmology. The leadership agreed that the ICO should work to build a “World Alliance for Sight” by leading, stimulating and supporting the efforts of ophthalmologic societies, eye departments and related organizations worldwide to enhance ophthalmic education and eye care.

In this model, the ICO’s primary target audience is not just the leaders of ophthalmologic societies but also other ophthalmologists involved with ophthalmic education and enhancing eye care, including those in ophthalmology departments, residency programs and other educational institutions and eye centers.

We decided we would work to help those individuals acquire the knowledge, skills and resources they need to improve education and eye care and develop effective organizations. So continuing “education of educators” would be a primary ICO function.

World Ophthalmic Education Symposium

We made a significant step in that direction when ICO Director for Education Mark Tso, MD, organized the first World Ophthalmic Education Colloquium (WOEC) on June 28, 2008 at the World Ophthalmology Congress in Hong Kong. More than 100 speakers gave talks on initiatives throughout the world to enhance education of ophthalmologists. (All of the presentations are available at ico.scientificabstracts.org.)

One of the highlights of the WOEC was a keynote presentation by ICO President Bruce Spivey, MD, on "Direction and Development of Ophthalmic Education in the Coming Decade." Dr. Spivey outlined what has been learned about educating adults and the educational methods that have been proven to be most effective. He contrasted that with how we educate medical students, ophthalmology residents, subspecialists and allied personnel, as well as the continuing education programs that are offered now. (The keynote is available at: ico.scientificabstracts.org/epswoc2008.cfm?id=184.)

Initiative To Refocus Ophthalmic Education

Inspired by the WOEC keynote, this document proposes that the ICO lead an initiative that would engage the leaders (and potential future leaders) of ophthalmologic societies and educational programs worldwide in "refocusing ophthalmic education."

The main thrust would be to continue the education of ophthalmic educators, including the ICO leadership, about modern educational methods for adults and to lead a process of rethinking and redefining how we teach ophthalmologists and others to provide eye care. The desired outcome is the development of more effective teaching programs and materials, resulting in enhanced ophthalmic education and, ultimately, improved eye care around the world.

An important secondary outcome would be the development of better teachers and leaders of ophthalmologic societies and educational institutions, ideally leading to stronger organizations working together to enhance teaching and increase access to quality eye care.

Given the critical shortage of ophthalmologists and other eye care providers in developing countries, the initiative would emphasize defining how to provide effective training to meet public needs in underserved areas. But we would also address how education can be improved in more developed countries and collaboration between educational programs in the developed and developing world.

We would pay special attention to skills training, skills assessment and periodic skills reassessment and how continuing education can be improved, with a focus on how new technologies may be used to make education available on an "as needed" basis.

To the extent that it is practical, we want to incorporate new technologies and teaching methods into the process, so that we test and demonstrate the use of new methods to help us learn to teach more effectively.

We will invite the participation of educational experts and the developers of innovative educational programs from other medical specialties and fields outside of ophthalmology, so that we can learn from their examples and potentially collaborate or share resources.

The ICO will continue to develop its own educational programs, including:

- curricula for training of residents, subspecialists, medical students and allied eye care personnel that are intended to be adapted for local use,
- initiatives in continuing medical education, subspecialty development and the use of new technology for teaching and learning, and
- educational models that may be modified for application in differing cultural and geographic settings.

As new educational models and programs are developed by the ICO and others, we will publicize them and encourage their use by ophthalmologists and others. So we will both stimulate the development of new programs and promote participation in them.

Rather than having a division between “teachers” and “learners” in the process, we will invite all ophthalmic society leaders and educators to participate and contribute their ideas to the development of better models and educational programs. We will also work to enlist the “users” of educational programs in the process and ask them to provide feedback that will make education more relevant and useful to them.

Goals

The primary goal of the “Refocusing Ophthalmic Education” initiative would be:

To enhance all aspects of ophthalmic education globally by engaging the leaders of ophthalmologic societies and other educators in redefining the most effective ways to teach and creating more effective educational programs.

Secondary goals would be:

Community: to invite the involvement of all those involved with ophthalmic education, motivate them to participate in the process, stimulate connections, communication and collaboration among them and recognize those who contribute.

Principles and Best Practices: to inform those involved in ophthalmic education about the principles of adult education and methods and techniques that have been demonstrated to be most effective.

Models and Resources: to stimulate the development of model programs that can be replicated elsewhere and of educational resources and materials that may be of value to teachers worldwide.

Programs and Materials: to encourage the development of effective educational programs and materials and to help publicize their availability and promote their use by ophthalmologists and others.

Leaders and Organizations: to help develop skilled teachers and leaders of ophthalmologic societies and educational programs and help them build stronger organizations.

Process

The process of refocusing ophthalmic education began at the World Ophthalmic Education Colloquium in Hong Kong, particularly Dr. Spivey's keynote on "Direction and Development of Ophthalmic Education in the Coming Decade."

Some possible steps for moving forward with the initiative:

1. Ask the ICO Educational Task Force Chairs if they would be willing to play a leadership role in the process. (Done)
2. Ask the ICO Board and Advisory Committee to discuss this initiative at their meeting on March 29 in Bahrain, including:
 - a. Presentations on the principles of adult learning and new educational methods (by Dr. Andrew Lee) and implications for ophthalmic education (by Dr. Karl Golnik).
 - b. Discussion by the Board and Advisory Committee led by Dr. Spivey of how the different components of ophthalmic education might be enhanced, covering medical student education, residency training, subspecialty training, allied health education and CME.
 - c. Discussion of this initiative and how to stimulate involvement of ophthalmic educators. (March 2009)
3. Send a mailing about the initiative to ophthalmologic society leaders and other educators asking them to participate, with a way to sign up on the ICO Web site, and inviting them to the WORLD Roundtables described under #6 and #7. (April 2009)
4. Set up a resource center and forum devoted to "Refocusing Ophthalmic Education" on the ICO Web site, with sections focused on specific aspects education (allied health, CME, etc.) led by ICO Task Force Chairs and Task Force members. (April - May 2009)
5. Organize an ICO World Ophthalmology Roundtable on Leadership Development (WORLD) and meeting of ICO members on "Refocusing Ophthalmic Education" at the Asia-Pacific Academy of Ophthalmology Congress in Bali in May, including:
 - a. Presentations on adult learning, modern teaching methods and implications for ophthalmic education

- b. Presentations on good educational models and examples that already exist
 - c. Discussion of how to improve different aspects of ophthalmic education
(Scheduled on Sunday morning, May 17 at 7:00)
7. Organize a WORLD Roundtable and meeting of ICO members at the European Society of Ophthalmology (SOE) Congress in Amsterdam at the end of June, either on “Refocusing Ophthalmic Education” in general, such as in Bali, or on one specific aspect of education, such as Curriculum Development, Subspecialty Training or Allied Health Education. **(Scheduled at 14:30 p.m. on Tuesday, June 16)**
8. Add reports on the Bali and Amsterdam meetings to the “Refocusing Ophthalmic Education” resource center on the ICO Web site and send a follow-up mailing to society leaders and ophthalmic educators asking them to participate in the online forum and discussion groups. Send follow-up notices and reports on activity in the forum and educational models, examples and materials in *ICO Notes*, the *ICO Leader Letter* and other mailings. (July 2009 – ongoing)
9. Organize a symposium or WORLD Roundtable and meeting of ICO Members on “Refocusing Ophthalmic Education” at the American Academy of Ophthalmology / Pan-American Association of Ophthalmology Congress in October in San Francisco reporting on progress and new educational models and programs. **(Scheduled at noon on Saturday, October 24)**
10. Organize separate meetings at the AAO/PAAO Meeting in San Francisco of educators involved with each aspect of ophthalmic education: medical student education, residency training, etc., with reports in the online forum and discussion groups (October 2009)
11. Organize a second World Ophthalmic Education Colloquium (WOEC) at the 2010 World Ophthalmology Congress in Berlin, with “Refocusing Ophthalmic Education” as a theme. WOEC 2010 would include:
- a. A plenary session for all participants with:
 1. An overview and update on what has been accomplished so far (by Drs. Spivey and Tso)
 2. A keynote presentation from a leading expert in medical education outside of ophthalmology outlining what else we might do to improve how we teach.
 - b. Separate symposia reporting on and demonstrating new methods and models of education in each of the following areas:
 - Medical Student Education
 - Allied Health Education
 - Residency Training
 - Subspecialty Training

- Continuing Medical Education
- Use of Emerging Technologies for Teaching and Learning.

(Scheduled on Monday and Tuesday, June 7 and 8, 2010)

12. Evaluate what we have accomplished and define what should be done next to improve ophthalmic education worldwide. (June – August 2010)

Responsibility

ICO President Dr. Spivey and Education Director Dr. Tso would co-chair this initiative. They have invited the chairs of ICO Education Task Forces to serve as a Steering Committee and lead the discussion in their areas of responsibility:

- Susan Lightman, FRPC: Medical Student Education
- William Astle, MD: Allied Health Education
- Andrew Lee, MD: Residency Curriculum
- Karl Golnik, MD: Residency Program Directors Courses
- Randall Olson, MD, Subspecialty Training
- Juan Verdager, MD, Continuing Medical Education
- Eduardo Mayorga, MD, New Technologies for Teaching and Learning

Additional members of the Steering Committee will also be named.

ICO Executive Director Bill Felch will staff the initiative and Communications Manager Monica Slater will create the online forums in consultation with Dr. Mayorga.

Budget

We would propose budgeting:

- \$2500 in 2009 for the creation of the online resource center and forums
- \$3000 in 2009 for meeting rooms and audiovisual equipment for WORLD meetings in Bali, Amsterdam and San Francisco.
- \$2500 in 2009 for travel of one or two educational experts or educators from other medical specialties to speak at a WORLD meeting
- \$2500 in 2010 for travel of a keynote speaker for the WOEC in Berlin.