

Name of Program: The Jackson Clinics

Name of Program Director: Kris Porter

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Think Tank Reviewer name: Lee N Marinko PT

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PHONE INTERVIEW QUESTIONS

A. Describe the overall administrative structure of your program(s)

x For Profit practice with settings in multiple locations, including overseas

The Jackson Clinics has generously shared multiple forms and processes from their Mentor Training program for their Orthopedic Residency and Upper Extremity Athlete Fellowship. The program has a strong professional development culture for its mentors, residents and fellows which is grounded in:

- developing shared core values among the mentors, residents, fellows in training and with the sponsoring organization
 - developing a common language and framework to build consistency of mentoring,
 - setting expectations that the mentors will consistently understand the curriculum of the learner and the developmental stages of the learner,
 - building communication styles that will support the varying learning styles of residents/fellows and
 - building mentors who will make a long term commitment to professional development.
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- Advanced Mentor Training PPT includes content on:
 - Role of the mentor
 - Pitfalls of questioning
 - Learning Styles
 - Stages of competence
 - Building motivation
 - Types of clinical reasoning
 - Barriers to feedback
 - Importance of mentor reflection
 - 5 Microskills
 - Files are: Mentor_Training_AdvCourse_TheJacksonClinicsPPT and Mentor_Training_AdvCourse_Instructor_LessonPlan_TheJacksonClinics)
 - Clinical reasoning form for the resident is completed 30 times over course of curriculum.(Clinical_Reasoning_Form_TheJackson Clinics)
Clinical_Reasoning_Form_TheJacksonClinics_KEY)

- *Clinical Reasoning forms are reviewed and commented on by mentors during the Resident Mentor session. At annual review of Mentors the PD will spot review some of these to get a sense of resident progress through the program and mentor engagement and guidance provided to the Resident.*
- Emphasizes reflection on practice, utilization of evidence informed practice and interdisciplinary consultation/consideration.
- Mentoring Feedback form to the Resident
(Mentoring_Feedback(Resident)_TheJacksonClinics)
- Mentor Performance Review form provides the elements used for the annual observation of mentors with patients and feedback on their performance and goal setting. (Mentor_Performance_Review_TheJacksonClinics)