

TEACHING STAFF TRAINING FOR THE SYSTEM OF CONTINUING MEDICAL EDUCATION AT STAVROPOL STATE MEDICAL UNIVERSITY

A.Y. Sokhach, V.Y. Gorbunkov.

The problem of staffing the sector has always been in the center of attention of The Ministry of Health of the Russian Federation, as the main requirement for the health-care system — is the provision of high quality medical assistance, ensuring patient safety, which in turn is directly linked to the training quality of the medical personnel.

The system of continuing professional training of health-care workers occupies a special place in conditions of the health care reform. It plays a huge role in improving scholarship and social prestige of professionals both in the sector, and in society in a whole [2].

In the higher medical school a new concept of the state system of vocational education is being introduced, which is able to prepare specialists of a new type, not only knowing modern techniques of exercising of their professional activity, but also willing to learn new techniques throughout their professional lives [4].

The main purpose of continuing medical education is to create conditions for increasing the duration of the active creativity period of a professional, efficient and maximal use of the experience, intellectual assets and human personal potential throughout his life.

To achieve this goal, the following tasks are implemented:

- development of professional expertise and achievement of professional maturity of health-care specialists;
- training of qualified personnel for the developing fields of medical science and practice, which involves fulfillment of new functions by them;
- provision of personnel growth and career of professionals by implementing the legislative connection between the appointment to a position, certification of qualification category and pay level;
- Elimination of shortcomings in basic professional training, introduction of additions and corrections to the theoretical and practical training of specialists, overcoming stereotypes of professional activity;
- development of innovative processes in professional activity and readiness of specialists to creative implementation of discoveries and novelties in the field of medical science and practice;

- formation of predicting abilities of health-care specialists to develop advanced models of finding solutions to emerging problems in the sector [1].

In Stavropol State Medical University is effectively functioning Institute of Continuing Professional Education (ICPE). Within the work of the ICPE, the system of continuing medical education is implemented, providing its two main forms — postgraduate education and further education.

Postgraduate education is oriented toward on-the-job training, training of specialists for a specific institution, company or organization. In the ICPE the following types of postgraduate education are implemented:

- “adaptive” education (internship) involves the acquisition of experience of standard professional activity, including activity in particular medical institution, acquaintance with the working regime and conditions;

- clinical residency — training of highly qualified personnel for delivery of specialized (including high-technological) forms of medical care.

Further education includes:

- Obtaining new or related profession in special education centers or higher education institutions in the cycle of professional retraining in order to expand opportunities of a professional and to raise competitiveness;

- advanced training i.e. development of vocational training programs, which fix information about new ways of solving professional problems, equipment and technology update, which in turn creates conditions for professional growth and ensures enhancement of specialist’s competitiveness in the job market.

Such a variety of types and forms of learning requires highly skilled teaching staff with both medical education and specialized training in pedagogy and psychology of the higher school. Teaching staff of the university faces new challenges because of transition in 2012 to study at postgraduate stage of continuing medical education according to new programs, which are subject to “Federal government requirements” and in connection with the entry into force in September 2013 of the new Federal Law “On Education in the Russian Federation”.

To address these challenges in Stavropol State Medical University the Faculty of Advanced Training of Teachers (FATT) was created.

At the faculty two additional professional educational programs (more than 1,000 academic hours) are implemented:

- «Teacher» – consumers of the educational service, in the majority, are teachers working at vocational medical schools of Stavropol Region and North Caucasus Federal District;

- «Higher school teacher» – program is aimed at employees of departments of higher medical education institutions, working both at the stage of higher education, and on the stages of postgraduate and further continuing medical education.

A special place in the system of continuing education is taken by the system of advanced training of teachers. At the FATT two advanced training programs are actively implemented:

- «Formation of professional and pedagogical expertise of teachers” in the amount of 144 hours; all teachers of higher educational institution at least 1 time in five years are trained according to this program;

- «Formation of healthy life-style skills” – 72 hours, is aimed at teachers employed at higher medical educational institutions and secondary medical institutions.

Mastering these programs contributes to development of the creative potential, as well as professional and personal growth of teachers; renewal of theoretical and practical knowledge due to increased requirements for professional qualifications of teachers; ensuring continuity and the progressive development of educational skills of teachers. For the period 2011-2013, under these programs were trained more than 600 people. Geographical coverage includes representatives of medical educational institutions of the Stavropol Region, the Northern Caucasus and Southern Federal Districts, other regions of the Russian Federation, including Dmitrov, Ostrogozhsk, Kotlas, Volgodonsk, Samara, and Saratov. These cycles were implemented not only on the basis of Stavropol State Medical University, but also on the road in areas such as the Republic of Dagestan, The Republic of North Ossetia—Alania, the Chechen Republic, Karachai-Cherkess Republic, The Republic of Ingushetia, The Kabardino-Balkar Republic.

For PhD students and novice teachers of Stavropol State Medical University operates the “School of the young teacher” and theme seminars, where they learn basic pedagogical skills in the early stages of the teaching career, are being conducted.

Thus, the indicator of the implementation effectiveness of the system of continuing medical education in Stavropol State Medical University is a demand for additional educational services at the municipal, regional, and even All-Russian level. This is due, above all, to content-richness of retraining and advanced training programs for

health workers and teachers of medical educational institutions; to high level of teaching staff training, implementing these programs (holders of Grand PhD and PhD in medical, psychological and pedagogical sciences); and to usage of interactive teaching and quasi-professional technologies in the teaching process. And that is why among the results of continuing education are: achievement of the increased level of professional skills, development of skills in new areas of activity, expansion of professional and social opportunities. Continuing education helps to clarify the approaches to the own professional activity, to overcome stereotypes and develop professional thinking, thereby providing a professional and personal self-development.

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Translated from Russian by M.N. Nepachatykh