

# St. Michael's Hospital Diabetes Care Centre Mentorship Program Specializing in Type 1 and Insulin Requiring Type 2 Diabetes

## Introduction:

The Diabetes Clinic and Education Centre at St. Michael's hospital provides care to persons with diabetes along the continuum of the disease. Our patient population has a high proportion of Type 1 diabetes, managed either through multiple daily injections or with insulin pumps. Our multidisciplinary team of nurses, dietitians and pharmacists are all trained in insulin dose adjustment and have advanced certification not only as certified diabetes educators but as insulin pump trainers.

We believe this expertise has been cultivated by exposure to a challenging patient population and a stimulating teaching environment with senior educators and endocrinologists. Sharing our knowledge and experience in insulin adjustment and managing complicated insulin regimens is something that our team feels strongly about. We have created a formalized self-directed professional development and mentorship program to offer to community educators looking to advance their skills in the area.

## Mentorship Program:

Our team of experts will aid Diabetes Educators in their professional growth related to the area of Type 1 and insulin requiring Type 2 diabetes through a series of self-study, clinical observations, case studies and direct mentorship. Clinicians must enter the program ready to learn with realistic goals and timelines. St. Michael's staff will aid in providing educational resources, an appropriate sequence of learning, exposure to clinical scenarios and ongoing feedback. A set of competencies related to the areas of insulin pharmacokinetics, carbohydrate counting, pattern management and insulin dose adjustment will guide the learning process. A pre-test submitted prior to the on-site module will aid our staff in determining additional resources and in setting reasonable learning goals and timelines.

## Program Objective:

To assist community nurses, dietitians and pharmacists in developing confidence and competence in the area of Type 1 Diabetes and insulin requiring Type 2 diabetes.

## Time requirements:

Requirements may vary based on the level of experience the individual clinician has with managing diabetes through insulin. At a minimum, the program would run for a period of two to three months.

## Format

### Week 1:

Knowledge and experience Pre-Test (distance)

Mentee self-assessment and mentor review (distance)

### Week 2:

Creation of Mentor-mentee agreement and learning contract (in person)

### Week 2-12:

Review of recommended resources (ongoing)

### Weeks 3-4:

Patient care observation #1 (1-2 weeks, minimum two days per week)

### Weeks 4-8:

Case consultation and weekly discussions (distance)

### Weeks 8-10:

Patient Care observation #2 (1-2 weeks, minimum two days per week)

### Weeks 10-12:

Final review of learning contract and outstanding competencies (in person)

Additional Patient observation (as required)

### Week 12:

Closure of formal mentorship program

## Mentee Eligibility Criteria:

1. Certified Diabetes Educator (or candidate)
2. Currently working full or part time within the field of diabetes

## Mentee Responsibilities:

1. Complete the pre-test, review the answers and complete a self-assessment of strengths and areas for improvement
2. Define learning goals and timelines based on self-assessment and listed competencies
3. Take initiative for the learning process. Complete assigned readings, case studies. Use mentorship experience to ask questions and build confidence
4. Consult with mentor on progress

## Mentor Criteria:

1. Certified Diabetes Educator (RN, RD)
2. Minimum 5 years' experience in managing complex diabetes
3. Experience with students

## Mentor Responsibilities:

1. Create a co-operative learning environment
2. Tailor the resources and experiences based on the mentees objectives
3. Motivate the mentee
4. Be available for consultations as required and appropriate
5. Provide feedback on mentees progress
6. Serve as an advisor on a self-directed professional development journey

## For more information on the program:

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