



# Design Manifesto

## Design Principles for Paramedic Education

- Teaching adult students in a high stress learning environment

### Principle No 1: Be current

Reflect best practice in the curriculum design, always. Use fluid technologies that are flexible and adaptable to keep up with dynamic changes in healthcare practices.

### Principle No 2: Provide repetition in learning

Repetition of skills in a simulated environment increases competency and builds muscle memory. Design simulations to allow for repetitive skills practice.

### Principle No 3: Include as much peer building as possible

Build relationships between students, educators, and practitioners to create a culture of teamwork and patient safety. Include group work and collaborative assignments.

### Principle No 4: Ungrading

Focus on the learning not the grade. Empower faculty to shift to constructive feedback and develop critical thinkers not "A" students. Encourage students to be lifelong learners and confident practitioners.

### Principle No 5: Encourage mistakes in learning

Encourage students to learn through their mistakes. Discuss the importance of 'safe fails' in a simulated environment where they can safely practice skills and procedures without impacting live patients. Normalize the learning process through a safe learning environment.

### Principle No 6: Allow feedback to drive change

Encourage students to have a voice, provide feedback, and contribute to the instructional design. Avoid an "us versus them" mentality and create avenues for constructive reflection on program material.