



Faculty Coaching that Powers Hybrid DPT Programs

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Introduction

In an age marked by transformation in health professions education, particularly within Doctor of Physical Therapy (DPT) programs, the responsibility to elevate the science of learning no longer rests solely on individuals.

At Rehab Essentials, we believe that advancing education is a collective pursuit.

Our approach to faculty coaching is deliberately designed to provide evidence-informed skills that enables educators to thrive. Grounded in contemporary learning science, supported by principles of the Teaching Commons, and aligned with competency-based education, our coaching model ensures that faculty are never left to “figure it out alone.” Instead, they are cultivated into expert educators, equipped to guide the next generation of physical therapists.

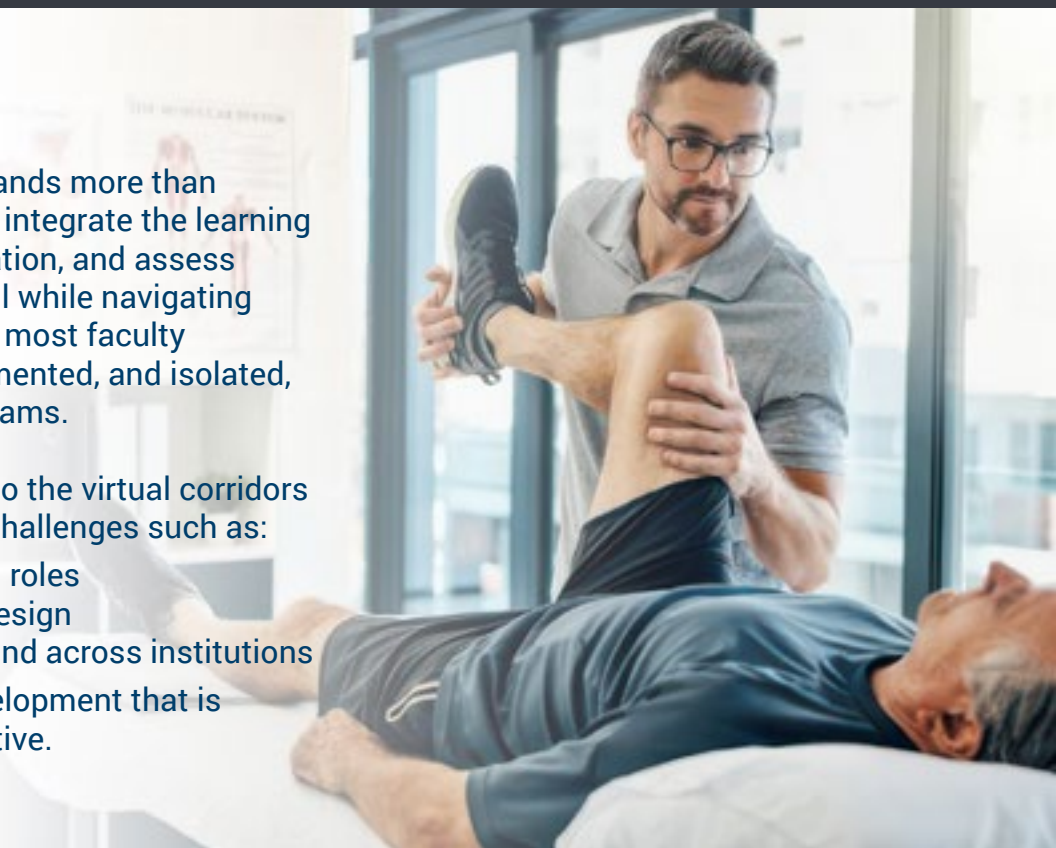
The Imperative for Change

Contemporary DPT education demands more than content delivery. Faculty must now integrate the learning sciences, foster professional formation, and assess competency through application, all while navigating hybrid instructional modalities. Yet most faculty development remains limited, fragmented, and isolated, especially in emerging hybrid programs.

From the siloed halls of academia to the virtual corridors of remote instruction, we observe challenges such as:

- Narrow definitions of teaching roles
- Limited time for curricular redesign
- Minimal collaboration within and across institutions

These gaps call for a model of development that is structured, collaborative, and adaptive.



The Future Is Hybrid. Lead It.

[Schedule A Meeting](#)

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The Rehab Essentials Faculty Coaching Model

Anchored in a three-part strategy



Structured Coaching Sessions

Delivered using a flipped-classroom approach, each topic includes:

- *Pre-recorded content introducing core concepts*
- *Infographics to prompt reflection*
- *Live group discussions focused on application, not repetition*

Faculty experience the same blended design principles we ask them to apply—engaging both as learners and as emerging experts.



Pre-Term and Post-Term Support

Prior to each term, our coaching team collaborates with faculty to:

- *Design in-person application sessions*
- *Align assessments with competencies*
- *Strategize on student engagement*

After each term, teams engage in reflective debriefings to refine delivery and outcomes.



Ongoing Mentoring and Community Building

Faculty receive ongoing support beyond scheduled sessions. Mentoring includes topics like:

- *Experiential learning strategies*
- *Psychomotor skill instruction*
- *Feedback mechanisms and student motivation*

We foster relationships that evolve into communities of practice—a hallmark of sustained faculty development.

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Educational Theory In Action

Our model embodies:

- Master Adaptive Learning: Supporting faculty in becoming self-directed, reflective practitioners who can coach DPT students to become master adaptive learners.
- Teaching as Scholarship: Encouraging inquiry, iteration, and evidence-based design.
- Communities of Practice: Building a shared space—the Teaching Commons—for reflection, innovation, and mutual growth.

As described by Steinert (2020), faculty development must move beyond isolated workshops to become integrated, longitudinal, and relational. Our model operationalizes that vision.

Impact & Outcomes

Through this model, faculty:

- Shift from content curators to expert learning facilitators
- Gain confidence in hybrid and flipped delivery
- Engage more meaningfully with students
- Experience higher cohesion as teams

Programs benefit through:

- Improved learning outcomes
- Enhanced student engagement
- Stronger alignment with accreditation standards

Conclusion

Rehab Essentials' coaching model is not just a support system—it is a catalyst to foster implementation of the learning sciences in PT Education. By investing in faculty before, during, and after program implementation, we create a culture of excellence that powers hybrid and flipped DPT education forward. In a time of educational flux, we offer not just guidance, but a way forward—together.

References

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