

□ Targeted Training

Targeted training refers to educational interventions specifically designed to address identified deficiencies, gaps, or underdeveloped competencies in a learner's performance, typically based on structured evaluations or outcome metrics.

□ In medical education, this usually means: Assigning focused modules, procedures, or simulations to residents who underperform in certain subcompetencies (e.g., epilepsy surgery, communication skills).

Designing custom learning plans based on milestone evaluations or exam results.

Using remedial programs or one-on-one supervision to "correct" perceived weaknesses.

△ Critical perspective: While the concept sounds precise and useful, targeted training can become a euphemism for:

Reinforcing checklist-driven remediation, without addressing context or root causes.

Imposing rigid correctional plans that treat learners as faulty components in a system rather than human beings in formation.

Oversimplifying complex developmental issues into isolated skill deficits.

□ In short: Targeted training = focused remediation for measurable gaps — useful when thoughtfully applied, reductive when blindly enforced.

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