

The “F” Word: Feedback

Teaching of Tomorrow, November 2017
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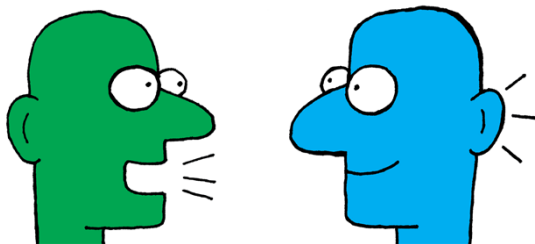
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Objectives

- › Define feedback
- › Identify barriers to providing effective feedback
- › Use the +/Δ tool to organize observations

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What is Feedback?



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What is Feedback

> "The return of a fraction of the output signal from one stage of a circuit...to the same or a preceding stage...tending to increase or decrease the amplification."

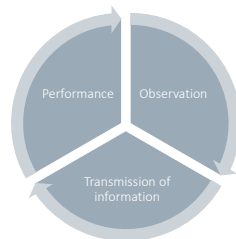
> A cycle



Van de Rieber MA, Stokking A, McGaghie W, van Coten D. What is feedback? Medical Education 2008;42:188-97.
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What is Feedback?

"Specific information about the comparison between a trainee's **observed performance** and a **standard**, given with the **intent to improve** the trainee's performance."



Van de Rieber MA, Stokking A, McGaghie W, van Coten D. What is feedback? Medical Education 2008;42:188-97.
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What Barriers Exist to Providing Feedback?



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How do we make it easier?

- › Normalize it
- › Set "the standard"
- › Be specific
- › Make direct observations
- › Make it timely
- › Make it short
- › Encourage self-reflection
- › Make a plan to achieve the desired performance



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Teaching Observation Tool: The +/Δ

| + | Δ |
|---|---|
| | |

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Consider this medical student...



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Culture of Feedback

- › What is the culture of feedback at your institution? What works? What doesn't work?
- › What can you do to influence the culture of feedback and evaluation at your institution?



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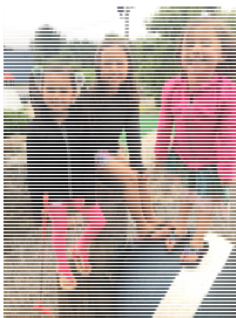
Summary

- › Feedback is a cycle of performance, observation and transmission of information
- › Employ best practices (to include the +/Δ) to overcome barriers to providing effective feedback



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Thank You!



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