

Introduction to Evaluation

Teaching of Tomorrow
Nancy Skehan, MD, FACP



Objectives

- › Define summative and formative assessment
- › Describe the role of careful observation as an evaluation skill
- › Use the +/ Δ tool to organize observations and feedback
- › Identify barriers to providing effective feedback

Evaluation is a judgment based on observations

› Summative

- Judgment of **competence** at the end of a learning experience by an evaluator
- To determine to what degree goals have been met.

› Formative

- Ongoing, to **modify behaviors**
- Feedback



Observations drive evaluation

- › Real time
- › Specific and objective
- › **Planned:** Observer knows in advance what they are looking for



How do you plan an observation?

- › Define the content of the skill (Task Analysis)
- › Getting to school on time
 - Waking up
 - Getting dressed
 - Eating breakfast
 - Coat and shoes
 - Make the bus



Organizing observations: the +/Δ

+	Δ
<p data-bbox="606 625 1200 776">Examples of desired behavior/skill</p> <ul data-bbox="593 892 1123 1129" style="list-style-type: none"><li data-bbox="593 892 1123 1039">• Woke up to the alarm<li data-bbox="593 1068 1085 1129">• Brushed teeth	<p data-bbox="1480 625 2015 862">Examples of behavior/skill that requires change</p> <ul data-bbox="1421 943 2010 1180" style="list-style-type: none"><li data-bbox="1421 943 1862 1005">• Forgot socks<li data-bbox="1421 1033 2010 1180">• Got mad about breakfast options

The Medical Interview



Greeting

Introduced self
Good eye contact

Didn't mention student status

Chief Complaint

Open-ended questions
"Describe..."

Interrupted
"Pt: I need to talk about..."
Student: "Yes, but when..."

PMH

Specific questions
"How much alcohol?"

Missed associated symptoms

Good summary

Missed empathy
"I can't afford to be sick."

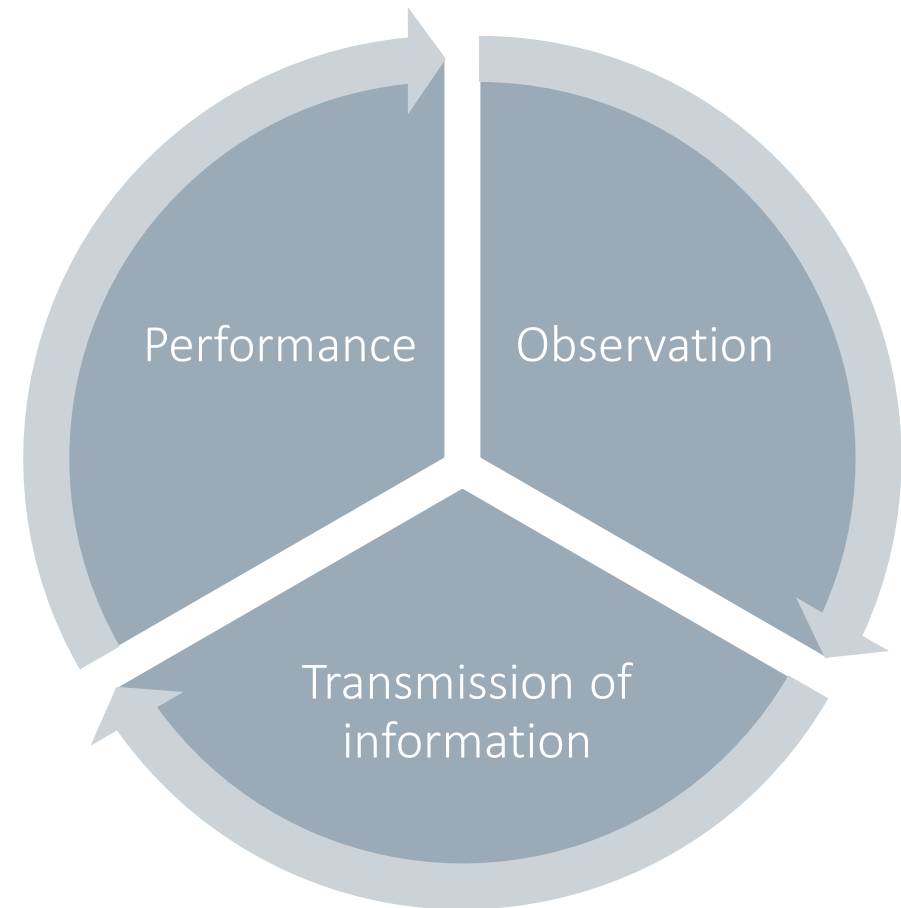
What is Feedback

- › “ 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*



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.”



Barriers Exist to Providing Feedback



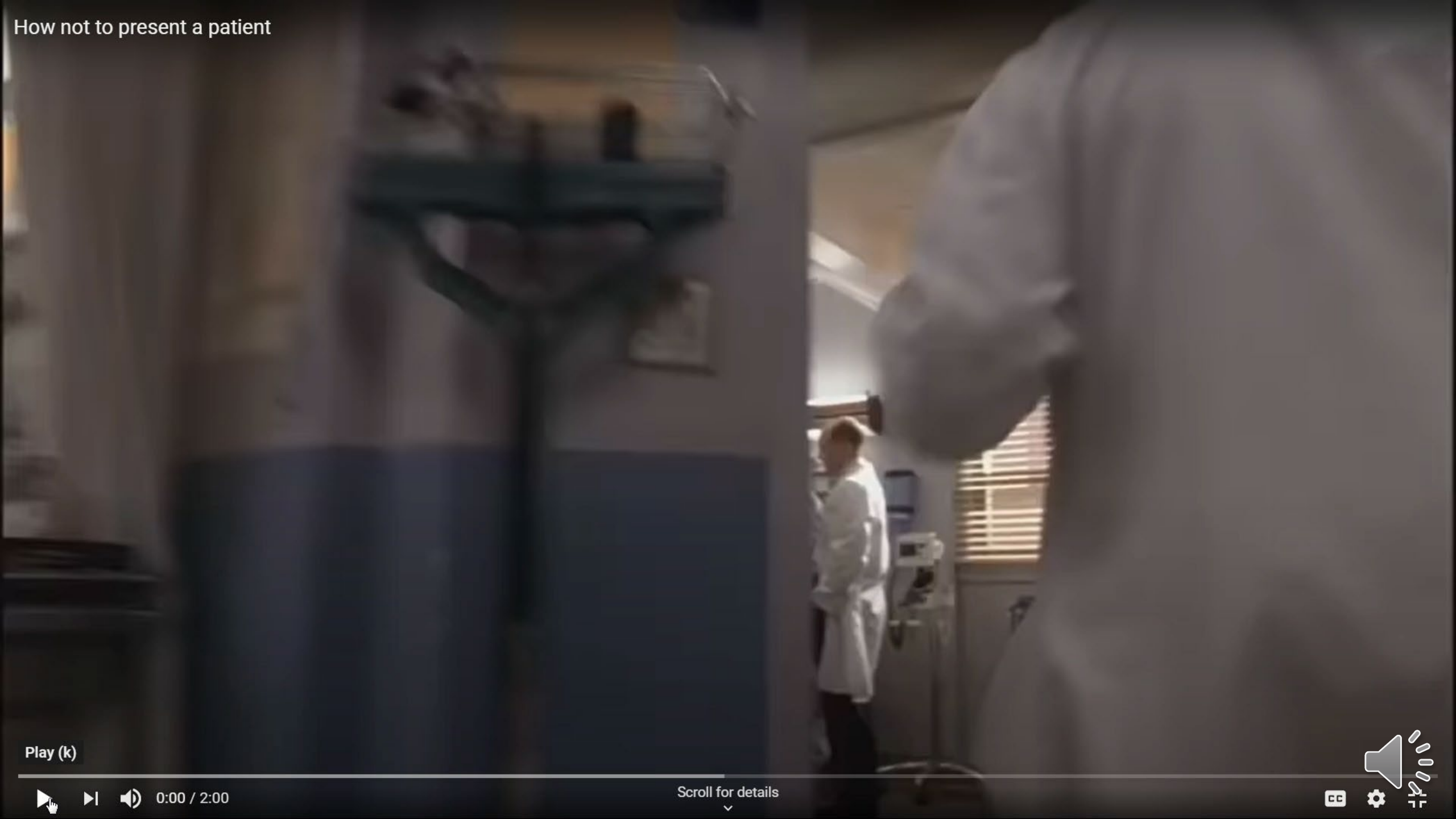
How do we make it easier?

- › 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

Consider this medical student...



How not to present a patient



Play (k)

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?



Summary

- › Summative assessment is a judgment of competence at the end of a learning experience by an evaluator
- › Formative assessment (feedback) is a cycle of performance, observation and transmission of information to improve performance
- › Direct observations are the foundation of evaluation and good feedback (using the +/ Δ)
- › Creating a strong culture of feedback can help to overcome barriers



Thank You!



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