

Resident Teacher Assessment by Student

July 8th, 2021 revision

Resident Teacher Assessment by Student

Residents who teach in UGME will be regularly assessed by students on their teaching at the end of a required learning experience using standardized instruments across uniform learning environments (Clinical, Academic/ Large and Small Group Forms).

Reporting Process

Reports for residents with 4 or more student feedback forms will be released to the Program Director (PD) bi-annually in January and July by the Teacher Assessment team:

- Once the PD reviews the initial reports, they can request invalid/ unprofessional forms be removed.
- If revisions are made, the final reports will be released to the PD and a specified program administrator (for purposes of adding to the resident file and sharing the report with the resident).
- The PD will incorporate the data provided in the report with other resident data and discuss as appropriate during regular resident meetings
- UGME Supervising Faculty (course leads, site directors, clerkship and elective directors) will receive a copy of the reports for information purposes only (no action required on their part).

End of academic year PGME reports which include high level anonymized aggregate data with all resident teaching evaluations (across PGME all programs) will be shared with those listed below, and other relevant program areas if needed, following review by Assistant Dean PGME &/or Associate Dean PGME:

- UGME Regional Associate Deans
- UGME Clerkship Directors
- UGME Year 1 & 2 Leadership (Supervising Faculty)

- UGMEC
- PGMEC
- Faculty Development

Low Performance Flags (LPF) Process

A Low Performance Flag is generated when a student selects disagree or strongly disagree to the statement of the final question on each Assessment of Resident Teacher by Student Form: *'Overall, the instructor is an effective teacher'*

LPFs will be shared at the biannual program reporting *only if there are at least 4 evaluations of the resident*. Also shared is an overall report that includes other student feedback for that resident.

To: Program Director (PD)

Copying:

- i. Assistant Dean PGME /Associate Dean PGME
- ii. Director, Teacher Assessment

We will only remove LPFs if you direct us to. Therefore, if you consider the comments on the LPF to be unprofessional you can request this form to be removed from One45. If there is an important message in the removed form that should still be conveyed, PDs are encouraged to share the message with the resident in an appropriate manner. If the flag is not removed, it will be included in the report that is sent to the resident at the end of each reporting cycle.

Reports to programs with individual resident evaluation breakdown as well as those to residents are released only if 4 or more evaluations have been completed by the students.

Student anonymity is our overriding principle and all reports are anonymized. Even if PD's or residents are able to identify the student who submitted the low performance feedback, they should refrain from any contact with the student as this will be in contravention of policy.
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Learning Environment & Mistreatment vetting Process

Each Resident Teacher Assessment by Student Form has the following statement which asks students to report mistreatment through the mistreatment help website:

'If you feel that you have experienced mistreatment please report it through the Faculty of Medicine [Mistreatment Help](#) website.'

Once a year (Jul/Aug), reports on residents who have any flags which indicate Learning Environment and/or mistreatment concerns (including removed LPF flags) identified by the Teacher Assessment team will be shared with the Assistant Dean PGME &/or Associate Dean PGME.

The Assistant Dean PGME &/or Associate Dean PGME will communicate (as appropriate) any significant concerns to the Associate Dean UGME as well as the home Program Director.

If the resident has less than 4 student assessments, the Assistant Dean PGME &/or Associate Dean PGME along with the home Program Director must take into account the need to preserve student anonymity before taking any action or communication with resident in question.

Contents of above report will include the LPF forms along with an overall report that includes all student feedback for that resident.