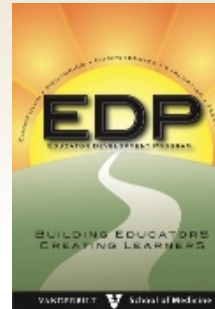


Creating a Culture of Feedback: *Program Overview and Self-Assessments*



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Introduction and Purpose

- Evidence suggests:
 - Lack of training
 - Lack of confidence
 - Lack of comfort
- Many are not comfortable with the latest competency-based assessment tools and measures

Introduction and Purpose

- Feedback and Competency-Based Assessment Self-Learning Modules
- Developed for all clinical teachers
- To enhance understanding and skills in giving effective feedback and conducting competency-based assessments of learners within the clinical setting



What to Expect

Participants completing the program will:

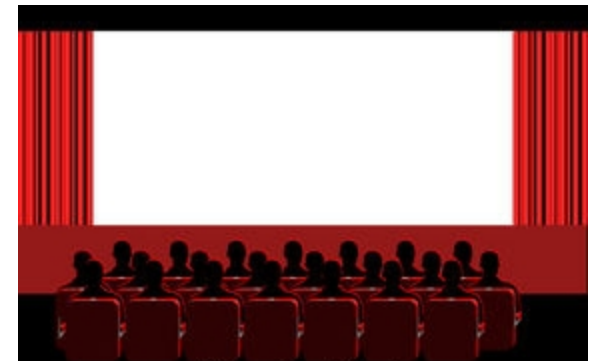
- Self-assess baseline performance and assess their most appropriate training level.
 - Novice, Advanced Beginner, Competent or Expert
- Complete self-guided learning modules, view examples of giving feedback, and practice giving feedback using scenarios and video observations



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What to Expect

- Modules are relatively brief and include pre/post-knowledge assessments, practice or test your knowledge items, and reflection questions.
- Most are 10-20 minutes in length.



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- Print the structured note sheets to take notes as you progress through the modules.
- Use all the practice opportunities for the best learning outcomes. Respond to questions related to the case demonstration where appropriate.
- Instructions for use are provided at the beginning of each learning and case-based video practice module.

Instructions for Use

- Reflect on past experiences as you move through your training program.
- Identify areas you can work on to improve your ability to assess clinical performance and provide effective and efficient feedback to learners.
- Please complete the evaluation for the program when completed. Your feedback will help us improve our product.

Self-Assessments



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Self-Assessments

1. Rate your knowledge of various feedback models?
 - 1) Novice
 - 2) Advanced beginner
 - 3) Competent
 - 4) Proficient

(Keep a running total in your mind.)



1/4

Self-Assessments

2. Rate your ability to give effective and efficient feedback during teaching activities?
 - 1) Novice
 - 2) Advanced beginner
 - 3) Competent
 - 4) Proficient

(Keep a running total in your mind.)



2/4

Self-Assessments

3. Rate your comfort using various competency-based assessment tools including milestones and EPAs?
 - 1) Novice
 - 2) Advanced beginner
 - 3) Competent
 - 4) Proficient

(Keep a running total in your mind.)



3/4

Self-Assessments

4. Rate your ability to distinguish between formative and summative approaches to giving feedback related to assessment and evaluation of learners?
 - 1) Novice
 - 2) Advanced beginner
 - 3) Competent
 - 4) Proficient

(Keep a running total in your mind.)



Self-Assessments

Total your score to determine your likely starting level:

4-5	5-8	9-12	13-16
Beginner	Advanced Beginner	Competent	Proficient

Self-Assessment

How many of the following questions do you strongly agree with?

1. I can accurately define competency-based assessments.
2. I can list at least three competency-based assessment tools.
3. I use a consistent approach for giving effective feedback.
4. I regularly incorporate feedback into my clinical teaching.
5. I provide critical feedback during every teaching session.
6. I can define my learner's competency based on milestones.
7. I regularly use EPAs for my learner assessments.

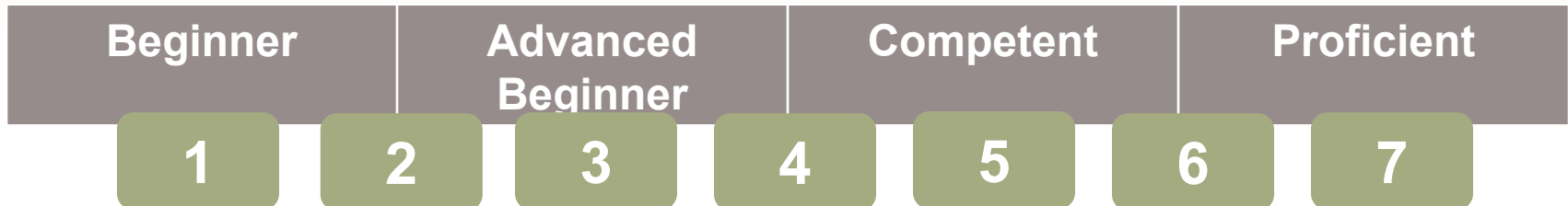
Self-Assessment

Total the number of statements you strongly agreed to. Find your level on the table below.

1-2	3-4	4-5	6-7
Beginner	Advanced Beginner	Competent	Proficient

Self-Assessment

Based on these two assessments, click the appropriate corresponding button. If you have a discordance pair (beginner and advanced beginner), start at the lower lever to strengthen you knowledge.



Novice Level

The novice level is a great starting point for the majority of teachers.

- Complete all modules to enhance your knowledge of competency-based assessment and feedback.
- Start the video practice at the novice level to have ample opportunity to improve your skill level.
- Practice during clinical activities to apply your knowledge and skills.
- Consider an EDP peer review consult to receive live coaching.

Advanced Beginner

This level is for those who have some experience but little to no formal training.

- Complete all modules to enhance your knowledge.
- Start the video practice at the novice or advanced beginner level to have ample opportunity to improve your skill level.
- Practice during clinical activities to apply your knowledge and skills.
- Consider an EDP peer review consult to receive live coaching.

Competent

At this level:

- Complete the next two modules to enhance your knowledge.
- Start the video practice at the competent level to practice and improve your skill level.
- Continue practicing during clinical activities to apply your knowledge and skills.
- Know that the EDP provides peer review of your clinical teaching skills to help advance expertise in clinical teaching.

Proficient

At this level:

- Completing the next 2 modules are optional and you can do so if you want to reinforce your knowledge.
- Start the video practice at the proficient level.
- Practice with difficult scenarios.
- Help residents practice their skills during clinical activities.
- Consider becoming an EDP peer reviewer and help your colleagues give effective and efficient feedback.

**Please proceed to the next
appropriate module**

