Surgical Rotation Evaluations: Getting to Great

Background
- On some rotations, faculty exposure to students can be limited to “on call” or “on service” responsibilities.
- Student’s eval could be based on a series of short interactions
- Reliability and validity of assessment increases with greater observations and evaluations
- Group discussions can better identify deficiencies and potentially provide more specific feedback
- Appropriate feedback can help learners improve and exceed objectives
- In individual evaluations of medical students
  - 70-80% of feedback is non-specific
  - Effective feedback only given 8-16%

Hypothesis
Group evaluations will provide more narratively rich and impactful feedback over individual evaluations

Methods
- Reviewed General Surgery Rotation Evaluations
  - July 2018 – March 2019
- Determined Faculty and Resident response rates
- Performed qualitative content analysis on summative and formative comments

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<td>Mediocre feedback</td>
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<th>Type of Feedback Given</th>
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Results
- 51 faculty
- 85 Residents
- 14 Rotations
- 254 students evaluated
- 386 total faculty evals

Group Evaluation
1.8 comments/student

Individual Evaluation
5.1 comments/student

Group Eval = Individual Eval
No diff in rates of effective feedback

Conclusions
- Overall evaluation rates are substantially low
- Current group evaluations are not better than individual provider evaluations at providing effective feedback
- The majority of current end of rotation feedback is encouraging but not specific enough to be educational

Next Steps
- Develop a faculty education module around how to provide effective feedback and evaluations
- Engage 3rd & 4th year students in focus groups examining the value of specific rotation feedback and their perception of their current evaluations
- Examine method to differentially weight group evaluations and individual evaluations

My Entrepreneurial Mindset

Curiosity
- Impetus for Project
  - How well are we evaluating our students on rotation?
  - Are we maximizing the opportunity to evaluate our students?
  - What is the quality of comments given to students?
  - Are group evaluations more rich in specific feedback when compared to individual faculty evaluations?
  - Would a group evaluation of students increase the amount and quality of feedback provided?

New Questions
- How best to motivate faculty to complete constructive student evaluations?
- What is the most effective way to provide rotation feedback to students?

Connections
Stakeholders Engaged
- MCW Education Leadership (Deans, Course Directors)
- General Surgery Clerkship Leadership
- Trauma and Acute Care Surgery Division Faculty

Stakeholders Needing Engagement
- 3rd and 4th year students
- Remaining General Surgery Faculty

Creating Value
- Current rotation evaluation feedback is encouraging but not specific enough to be educational
- Increasing the rate of evaluation completion will provide a greater opportunity to improve our educational impact
- Improving the quality of evaluations and feedback can lead to greater Competence, Character and Caring among our future physicians