

Evaluating Students

A Guide to Completing Clinical Performance Evaluations

May 2022

What Are Clinical Performance Evaluations?

Student performance evaluations are assessments designed to measure a student's knowledge, skills, and attitudes as applied to authentic problems. These assessments score a student's performance based on a specific set of criteria. The purpose of these assessments is to determine to what extent a student's performance does or does not meet expectations for their level of training.



Clinical performance evaluations are designed to assess a student's performance in patient care activities. Assessments can be based on actual patient care or simulated clinical scenarios, such as standardized patient encounters. Traditionally, clinical assessments are based on a combination of faculty observations, oral presentations, and multiple-choice assessments.

Clinical performance evaluations can also come from residents, fellows, nursing staff, social workers, and other health care professionals who interact with students clinically. The purpose of collecting assessments from multiple perspectives is to create a holistic picture of the student's knowledge, skills, and attitudes from which advancement decisions can be made.

How are Clinical Performance Evaluations Used?

Clinical performance evaluations are used for both formative and summative feedback. Formative information provides the student with guidance on how to improve future performance. Summative feedback assigns a judgement on the level of performance demonstrated by the student.

Evaluations feed multiple educational activities. They can be used to identify individual learning needs to develop customized educational plans. They are used to help calculate final course grades. They are also used to provide data for the Medical Student Performance Evaluation, or MSPE, as part of a student's application for residency.



As evaluations are used for multiple high stakes activities in a student's educational career, it is essential that the data collected through these assessments is thorough and accurate. Educators must take care when conducting and documenting their observations.

How Do I Access Clinical Performance Evaluations?



Medical student performance evaluations are hosted in a system called OASIS. This system is co-managed by the [Office of Measurement and Evaluation](#) and the [Office of Educational Improvement](#).

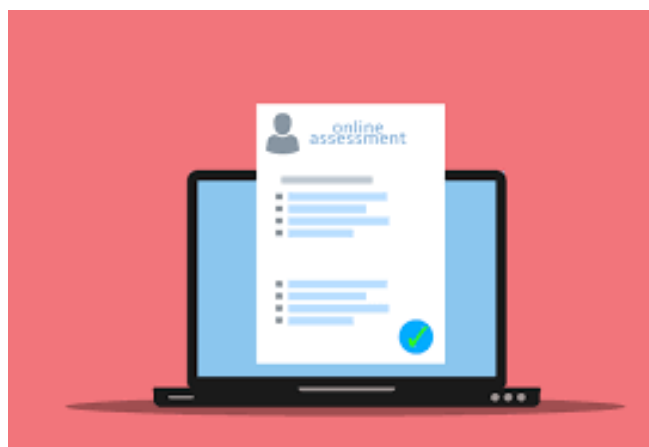
Clinical evaluations are assigned in OASIS by the course director and/or course coordinator. Evaluators receive an e-mail with a link to the clinical performance evaluation form. This link is designed to authenticate the evaluator into the system; no log in credentials are required. As such, e-mails from OASIS cannot be forwarded to a third party. Doing so will inactivate the link provided.

If you experience any problems with your clinical performance evaluations, contact the course director or coordinator or reach out to the OASIS support team at oasis_support@mcw.edu.

How Do I Complete My Evaluations Accurately?

Read each performance category carefully. Each category is unique and will require a different response. Set your default performance response to the middle of the competency ratings and adjust based on the student's performance in that competency. That is, if provided with a five-point scale, your default response should be a three, not a one or a five.

Be aware of the school and course's expectations for student performance. Keep notes as you work with the student to help inform your completion of the assessment form later. Complete the evaluation form promptly, ideally within a week of working with the student.



Use the narrative section of the evaluation form to describe concrete examples of the student's performance. Focus on observable skills and behaviors, framing performance in relation to established standards and expectations.

Avoid using phrases such as, "Good job!" or "Read more," as those do not provide actual feedback on the student's performance or concrete examples of what was observed and can be improved. Avoid predicting the future, such as commenting on a student's career choice or future performance. Focus on the present, what you observed during your time with the student. Your job is to provide a snapshot of the student's performance in one moment in time, not to anticipate what may or may not happen in the future.

Before submitting the evaluation form, check to ensure that your numerical ratings and written narrative do not conflict with one another. The evaluation should paint a clear picture of the student's performance and not require further explanation or clarification.