

Student Feedback & Evaluation for Preceptors

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Goals of Feedback and Evaluation

- Shaping behavior
- Providing encouragement & acknowledgement
- Quality control

What are the Competencies?

- The preceptor **must be very clear** about what the goal of the clinical experience is, whether it is a capstone for a short experience contained in a larger course.
- Performance is measured by competency attainment.



Principles

- When to begin?
- How often?
- Objectivity
- All treated equally according to established criteria
- Review tool early with student
- Share anecdotal notes with student

Documentation

- Formative - Anecdotal notes
 - Contextual information and rich in observations
 - Objective
 - Transparent
 - Done regularly and as soon as possible.

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- Similar number and detail with all
 - Turn in with evals and destroy all electronic records
 - Low threshold for interfacing with academic faculty – **early and often!**
 - Summative



**Nine tenths of education
is encouragement.**

Anatole France

How to Use Questions in Evaluation

- Tell me about how you thought that went?
- What worked especially well? What was difficult?
- What are some of the reasons this didn't work out as well as you had hoped?
- What can be done to make this work better?
- What key results are we looking for?
- What are the steps that you will utilize?
- How do you plan to proceed?



Anecdotal Notes

- Objective
- Protects patient privacy but must provide contextual information
- Only write what you are willing to have the student read
- Be completely transparent – share these directly
- Should be done frequently and regularly
- Well done anecdotal notes makes formal evaluations meaningful and accurate





- Be certain that the communication pathway and frequency is understood clearly between the Preceptor and the school



When in doubt, always activate your support mechanisms!

When working with students be very clear in your own mind who you can share student information with!



FERPA (Family Educational Rights and Privacy Act) rules are VERY specific! Student information including anecdotal notes, evaluation and even verbal sharing is NOT acceptable except with the student personally and the school.

