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Does Multisource Feedback Increase the Motivation for Further Professional Development? – Assessment FOR Learning from a Medical Teacher's Perspective

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Background

Although the role and the responsibilities of the medical teacher has changed in the 21st century, there is evidence that students' short- and long-term achievements tightly correlate with the quality of their teachers.

Along with the changed responsibilities of the medical teacher, the creation of a valid and effective method for evaluating the teachers' performance is very important. However, a method, which not only evaluates teaching staff but meanwhile motivates them for further professional development is a real challenge in medical education.

Summary Of Work

A constructivist research approach was used to explore the performance of medical teachers via multisource feedback (MSF) in the Tbilisi State Medical University US MD Program. The eight roles of a medical teacher were used as a framework to create the questionnaires for obtaining MSF.

Feedback regarding the 17 medical teachers involved in the teaching of the course "Becoming A Doctor" was gathered from the students, course coordinators, administrative staff and peers. Each teacher received feedback regarding their performance in different roles: Information Provider, Facilitator, Curriculum Developer, Assessor, Manager, Scholar, Role Model, Professional.

The teachers' perceptions regarding the effectiveness of the tool were gathered by semi-structured interviews after communicating the MSF results.



Summary Of Results

The Manager and the Scholar were the roles assessed with lower scores and Role Model was the role assessed with the highest scores. During the semi-structured interviews while communicating the results, the teachers agreed with the results and further steps were planned to support their professional development.

Discussion And Conclusion

The MSF appears to be a useful tool for implementing a multisource evaluation of faculty teaching performance. This tool not only provides more accurate, reliable and fair information compared to feedback based on just a single source, but also gives clearer feedback to each teacher regarding their strong and weak points and motivates them for further development.

Take Home Messages

The MSF is an effective tool to have the most objective appraisal of the faculty members' teaching and to motivate them for further professional development.

