

Student Feedback and Evaluations at UCSF

- Imagine a future where every UCSF student and resident would be less focused on competition and more focused on learning and improving their practice. This is assessment *for* learning. Together we can change the culture of feedback at SOM to improve learning, wellbeing and equity.
- Imagine that with this new approach to assessment, every UCSF student receives timely and actionable feedback from supervisors who provide frequent feedback and complete evaluations efficiently and conveniently after working with the student.

As of 2019, UCSF no longer assigns honors grades in core clerkships. The reasons are to support student learning rather than focus on performance and 'looking good', and to promote fairness, equity and wellbeing early in students' clinical training. More info: <https://meded.ucsf.edu/md-program/current-students/curriculum/foundations-2/core-clerkships-2020-assessment-and-grading>

- The new approach emphasizes students' development of essential skills, and students' own accountability for their learning by seeking feedback and setting goals.
- The **Bridges Brief Observation Tool (BBOT)** is how students receive ongoing feedback in this new environment. It is used for short observation of student performance in one of these areas: 1) Gathering history from a patient 2) Conducting physical examination 3) Delivering an oral presentation 4) Writing a note for chart 5) Communication with a patient or family 6) Other (write in)
 - **Who Initiates a BBOT:** Students are responsible for requesting BBOTs from an attending, resident or intern supervisor; a supervisor can also offer to initiate a BBOT.
 - **How to Do a BBOT:** After the supervisor observes the student, the supervisor gives feedback in person to the student. The supervisor or student documents the observation through a Qualtrics form that is accessed by scanning a student's QR code using a smart phone. The form includes a rating about the amount of supervision needed, and narrative comments about skills observed.
 - **How Often BBOTs Happen:** A minimum of two BBOTs per week. By the end of the clerkship, the student must receive at least 1 of each (clinical interaction, written work, and oral presentation), and at least 2 total from faculty and 2 from residents (if site has residents). Over a given clerkship, up to one-quarter of a student's BBOTs can be completed by an intern. Students are encouraged to collect more than the minimum to gather more feedback.

- **Feedback Expectations:** Students should be getting two BBOTs per week by an attending, resident or intern supervisor.
- To change the culture to one in which evaluations are completed on time and without the hassle of repeated email reminders and delays for the student, all faculty, **residents and interns are now expected to complete MedHub summary evaluations within one week of finishing working with the student.**
- More info: <https://meded.ucsf.edu/md-program/current-students/curriculum/foundations-2/core-clerkships-2020-assessment-and-grading>
- **How Final Grades Are Determined:** The final grade of Pass will be achieved by completing the following on time:
 - Two BBOTs per week
 - Learning goals
 - Midpoint feedback meeting with clerkship director or site director
 - Achievement of expectations on evaluations completed by attendings and residents
 - Pass Clerkship exam
 - Log core clinical experiences, including completion of observed H & P and midpoint feedback, in MedHub Procedures
- The clerkship grading committee determines that students have achieved clerkship competencies and completed assigned activities. The grading committee completes summary evaluations with narratives that include a description of the student's competence in patient care, knowledge/clinical reasoning and communication/professionalism.