Tips for Giving Feedback to Teachers

Feedback is one of the ways teachers in the Faculty of Medicine can improve and it forms and directs their professional development. The more concrete your feedback is, the more your teacher can act on it.

When formulating feedback to faculty, describe:

- what they did and how they did it
- how they can continue to do it well or how they can do it better

Consider using this approach:

➡ **Continue**: What is supporting your learning that you would like them to continue?

⬆ **More**: What is something you would like them to consider incorporating for your learning?

⬇ **Less**: What is something that wasn't as effective in your learning?

Tip – Be descriptive and specific about the behaviour

Avoid phrasing feedback in vague terms of good or bad, right or wrong. Provide concrete descriptions of actionable behaviour you can see and hear. Link your feedback to an outcome rather than describing the person.

❌ *"Dr. X is a great teacher."*

✅ *"Dr. X is great at leading you to connect symptoms to a differential. They guide you with questions that walk you through clinical decision making."*

❌ *"Dr. X interrupted me and it was frustrating."*

✅ *"Dr. X sometimes stepped in too early to help with an answer and it prevented me from demonstrating my knowledge or skills. I would like them to consider pausing for a bit longer before stepping in."*

Tip – Focus on things that can be changed.

Focus feedback at things that they can readily change and avoid discriminatory comments. It is not helpful to focus on characteristics that may be beyond their control. Think of it as changing what we 'do' rather than who we 'are'.

❌ *"Dr. X has a strong accent and speaks quickly and quietly."*

✅ *"Dr. X is easiest to understand when they speak directly into the microphone. I found it easiest to understand the complex material when they spoke slower."*

Remember, most faculty are not full-time teachers, and constructive feedback is a rare opportunity for them to receive guidance on how to improve.

The more detailed you are, the more faculty can understand your feedback and implement change.

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