

MedEdPORTAL Module Guides Evaluation of Faculty Fellowship



Deborah Richardson, PhD; Margo Villarosa, MS; Christie Palladino, MD, MSc; Andria Thomas, PhD

Education Discovery Institute
Georgia Health Sciences University, Augusta, GA

Background

Professional development of faculty is critical to the future of health sciences education. The Education Discovery Institute (EDI) at Georgia Health Sciences University (GHSU) developed a year-long Educational Research Fellowship designed to nurture faculty career progression by providing training in health sciences education research and fostering career development. As we developed the program, we realized the need for a careful evaluation plan.

Publication Description

Figure 1 presents the program evaluation cycle proposed in MedEdPORTAL Publication # 749 by researchers in the Office of Medical Education Research and Development (OMERAD) at Michigan State University (Sleight, 2007). This cycle demonstrates how the process of evaluation ultimately serves both formative and summative functions, by providing data that inform program improvement.

Figure 1. Program Evaluation Cycle



Publication Description (Cont.)

The module further identifies 6 steps for developing an effective program evaluation plan:

- Step 1: state the program goal
- Step 2: state the program objectives
- Step 3: write the program description
- Step 4: list the program evaluation questions
- Step 5: list the sources of evaluation data
- Step 6: describe the methods of data collection.

The first three steps in the plan focus on program development, including defining content and preparing for dissemination. The last three steps identify the most appropriate methods of evaluating the content and the process of the program.

Methods

The six-step approach outlined in the OMERAD Evaluation Planning Tool provided guidance for clarifying the goals and objectives of the EDI Educational Research Fellowship (ERF) and directed the development of our assessment plan. Following their guidelines, we identified a set of program goals (Step 1), developed program objectives (and outcomes) associated with each goal (Step 2), specified sources of evaluation data (Step 5), and selected or

Results

Although we did not incorporate all of the steps identified in the OMERAD Program Evaluation Tool, we were able to adapt their carefully articulated tool to our needs. We added a step of associating objectives with specific outcomes, which were then the focus of our assessment plan.

We expect to further articulate assessment steps in line with the steps proposed in the MedEdPORTAL module and to “close the loop” in the evaluation cycle by using the data to improve the fellowship program. We will use our goals, objectives, and associated outcomes to prioritize the program evaluation questions which we would most like to address first.

Results (Cont.)

EDI Educational Research Fellowship Program Evaluation Plan (excerpts)

Goals	Objectives	Outcomes	Assessment
Development of educational research skills	Fellows understand and perform steps in the research process	Fellows develop a health science education research project	Self-assessment Mentor Evaluation
	Fellows recognize ethical issues in health science education research	Fellows prepare IRB protocol	Research Portfolio
Career development	Fellows develop self concept as a health science education researcher	Fellows develop plans for continued health science research	Post-fellowship Interview
		Fellows develop or serve on committees of regional or national organizations	Annual Fellows Alumni Report
Development of local and national collaborative relationships	Fellows affiliate with regional and national medical education organizations	Fellows hold offices or serve on committees of regional or national organizations	Annual Fellows Alumni Report
Improvement of health science education research and	Develop cadre of health sciences education researchers	EDI will show an increase in number of products (e.g., grants.	Count of products

Summary Points

The OMERAD Evaluation Planning Tool described in a MedEdPORTAL module guided the development of the program evaluation plan for the EDI Educational Research Fellowship. We used their basic model and guidelines with modifications for our context.

Sleight D. Evaluating Educational Programs: A Planning Tool. MedEdPORTAL; 2007. Available from: www.mededportal.org/publication/749