Reflection Points Worksheet

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| Multisource Evaluations |
|  | 1. **NOVICE:** My program has started using multisource evaluations recently
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|  | 1. **BEGINNER:** My program has used multisource evaluations for several years, but we don’t always use the data to inform CCC meetings
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|  | 1. **INTERMEDIATE:** Our multisource evaluations are reviewed for “halos and horns” and the comments are trended. Data from multisource evaluations are “weighted” so that the number of evaluations does not skew the results
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|  | 1. **EXPERT:** At my institution I am the expert on multisource evaluations and how to use the data in an appropriate manner.
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| Self & Peer Evaluations |
|  | 1. **NOVICE:** My program has been talking about peer/self-evaluations but hasn’t implemented them
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|  | 1. **BEGINNER:** My program has used self/peer evaluations and started to incorporate the data in the CCC meeting
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|  | 1. **INTERMEDIATE:** My program uses the data from self/peer and now we starting to scrutinize the questions that we ask to be sure they provide the data that is useful to the CCC process
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|  | 1. **EXPERT:** Our peer/self-evaluations aretied to the rotations (senior to junior on service) and integral to our overall evaluation system
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| What level of milestone implementation describes you? |
|  | 1. **NOVICE:** Just starting with milestones
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|  | 1. **BEGINNER**: Have incorporated the milestones and CCC into program over the past year
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|  | 1. **INTERMEDIATE:** Have integrated multiple evaluation methods that inform the CCC about milestones
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|  | 1. **EXPERT:** I have mastered milestones and am looking for some ways to help my faculty/leadership understand milestones better
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| How robust is your evaluation system? |
|  | 1. **NOVICE:** Just starting to get an understanding of my program’s evaluation system
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|  | 1. **BEGINNER:** My program’s evaluation system is developed but I am not sure about its comprehensiveness, validity or efficiency
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|  | 1. **INTERMEDIATE:** My program’s evaluation system is exemplary (comprehensive, validity and efficiency)
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|  | 1. **EXPERT:** My program’s evaluation system embodies best practices and I am often called upon to help other programs
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# ../../../../Volumes/douglas/how%20to%20access%20your%20on-demand/clipart/b34b88001bbdaea11”A-Ha” Moments…

1.

2.

3.