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| **Education Criteria** | **Outstanding** | **Meets Expectations** | **Below Expectations** | **Unacceptable***(grounds for no new contract within AMHSP)* |
| **ISA commitment** | Contributions exceed contractual obligation  | Fulfills contractual obligation  | Approaches but does not fulfill contractual obligation  | Major deficits in fulfilling ISA requirements |
| **Teaching excellence** | Consistently excellent teaching ratings Teaching awards, Assoc. Deans Letter of Excellence | Acceptable teaching ratings (level to be determined)  | Teaching ratings in the bottom 10% of the department | Teaching Ratings unacceptable (<3, 2 SD below )Substantiated professionalism issues |
| **Evaluation**  | Consistently completes documentation associated with clinical supervision of trainees in a timely manner **AND** develops or participates in formal evaluation activities such as OSCE, written exam (Category 2)  | Consistently completes documentation associated with clinical supervision of trainees in a timely manner  | Inconsistently completes documentation associated with clinical supervision of trainees in a timely manner  | Does not complete documentation associated with clinical supervision of trainees in a timely manner  |
| **Innovation in Education and Teaching**  | Develops and disseminates innovative teaching Leads in adopting new educational approachesPublication in medical education  | Readily adopts new educational approachesDevelops curriculum , teaching materials | Needs encouragement or lags in participation and adopting new approaches | Does not participate in adopting new approaches despite direction from Department or Section Head |
| **Program Leadership**  | High performance in roles assigned, considered a role model by peers as measured by a 360 reviewHigh performance in more than one leadership role | Consistently fulfills the roles as assigned within the ISAMakes significant contributions as an educational leader | Needs encouragement to fulfill roles assigned, irregularly attends meetings | Unreliable performance in roles assignedDoes not complete roles as assigned in the ISA  |
| **Faculty Development**  | Commitment to improve teaching and/or leadership skills (e.g. documented peer observation, attends workshops, seminars)  | Assures teaching skills are up to date  | Lags in participation and adopting new approaches | Does not act on feedback or participate in faculty development suggested for improvement  |
| **Participation in activities outside of direct teaching** | Activities in all 4 categories  | Activities in Category 3 and two other categories | Activities in 2 categories | Activity in only one category and does not fulfill the ISA requirement  |
| **Potential actions by Section/Department Head** | Consider if ISA requires revisionConsider for awards/recognitionConsider for merit increase |  | Clarify expectations and explore barriers to meeting expectationsConsider if ISA requires revision to assure successOffer coaching/mentoring | Teaching remediationConsider reassigning AHSMSP job description or not renewing AMSHP contract.  |

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| **Education Criteria** | **Outstanding** | **Meets Expectations** | **Below Expectations** | **Unacceptable**(grounds for no new contract within AMHSP) |
| **ISA commitment** |  |  |  |  |
| **Teaching excellence** |  |  |  |  |
| **Evaluation**  |  |  |  |  |
| **Innovation in education and teaching**  |  |  |  |  |
| **Program participation**  |  |  |  |  |
| **Faculty development**  |  |  |  |  |
| **Participation in activities outside of direct teaching** |  |  |  |  |