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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 approaches  Publication in medical education | Readily adopts new educational approaches  Develops 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 review  High performance in more than one leadership role | Consistently fulfills the roles as assigned within the ISA  Makes significant contributions as an educational leader | Needs encouragement to fulfill roles assigned, irregularly attends meetings | Unreliable performance in roles assigned  Does 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 revision  Consider for awards/recognition  Consider for merit increase |  | Clarify expectations and explore barriers to meeting expectations  Consider if ISA requires revision to assure success  Offer coaching/mentoring | Teaching remediation  Consider 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** |  |  |  |  |