



***2017 Preceptor Conference***



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School of Pharmacy

# UM-SOP Faculty

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# Learning Objectives

**Objectives:** At the conclusion of this session, preceptors will be able to:

1. Identify the constituent components of *4SRx for Success*: Situation/Setting, Strengths to Retain, Skills to Improve, Strategies for Success
2. Draft comments to students that identifies a specific area of performance that could be improved and provides at least one recommended strategy to improve performance
3. Use *4SRx for Success* to improve the quantity, quality, and timeliness of *on the fly* and *midpoint* evaluations



# Survey About Feedback

- Please complete the **Preceptor Survey** regarding learner feedback and evaluations



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# DEBRIEF

## **Giving Feedback:**

- Many preceptors indicate that providing effective feedback is difficult. What are some reasons why?
- Many students say they didn't get any feedback but most preceptors say they consistently provided it. Why do you think the perceptions of students and preceptors are so different?
- What tools or strategies do you use to help improve the quality of the feedback you give your students, employees, colleagues, or patients?

# 4SRx for Success: Origin and Goals

- Personal passion and interest around formative feedback (student and resident training)
- Improve the quality, timeliness, and frequency of formative feedback in the form of a “prescription”
- Mechanism for the evaluator and the learner to document and track progress
- Detect and discuss performance problems sooner
- Improve the quality of summative assessments
- Student and preceptor perceptions about the tool

# Prescription Feedback Capturing

## Mid-Point Evaluation with 4S Rx for Success

4S Rx for Success	
Name:	Date:
Experience/ Course:	
Situation/ Observations:	
Strengths to retain:	
Skills to improve:	
Strategies for success:	
Feedback Given in: <input type="checkbox"/> < 4hr <input type="checkbox"/> + 24hr <input type="checkbox"/> > 24hr	Signed: _____
<small>© 2011 Rx Instructional Systems Inc.</small>	

(Question 1 of 11 - Mandatory)

Student Name:

## Mid-Point Evaluation - Personal Qualities of Student (Attitude, Punctuality, Initiative, Professionalism)

(Question 9 of 11 - Mandatory)

Satisfactory	Satisfactory with concerns	Unsatisfactory
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Mid-Point Evaluation - Student Performance

(Question 10 of 11 - Mandatory)

Satisfactory	Satisfactory with concerns	Unsatisfactory
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# The 4S Rx

Name:

Date:

Rotation:

Situation:

**On the FLY  
Feedback**

Skills to retain:

Skills for improvement:

Strategies for success:

Feedback Given in:  < 3hr  4-24hr  >24hr

Signed:



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# The 4S Rx

**Name:**

**Date:**

**Rotation:**

**Situation:**

**Skills to retain:**

**Skills for improvement:**

**Strategies for success:**



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# Timeline



Pre-Survey  
4SRx E-Value  
Integration



Use of 4SRx  
During Each Rotation  
(Required for Midpoint)



Post Survey  
Evaluation  
Analysis



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# The Art of Giving Feedback

- Six key attributes
  - Timely
  - Constructive
  - Specific
  - Focus on individual behaviors
  - Reflect personal observations
  - Follow up and action planning

Include opportunity for self reflection



# On The Fly Feedback

- Pretend you are supervising this student
- Using the 4SRx forms that are on your table, write down the feedback you would give this student

The 4S Rx	
Name:	Date:
Rotation:	
Situation:	
Skills to retain:	
Skills for improvement:	
Strategies for success:	
Feedback Given in: <input type="checkbox"/> < 3hr <input type="checkbox"/> 4-24hr <input type="checkbox"/> >24hr	Signed:



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# DEBRIEF

## **On the 4SRx form:**

- How would you describe the situation?
- What strength(s) would you recommend this student retain?
- What skill(s) does this student need to improve?
- What strategy would you recommend to this student for success ?

# Next Steps

- The 4SRx for Success format will be used for all *on the fly* and *midpoint* evaluations in E\*Value starting June 1, 2017
- Use *on the fly* feedback as often you like (we encourage doing at least once a week!)
- Must submit a *midpoint* evaluation by the due date
- We'll follow-up with you next Spring to see if you found the 4SRx for Success tool helpful