

Learner Assessment of Clinical Teachers – FAQs

1. What is the LACT?

The Learner Assessment of Clinical Teachers (LACT) tool has been implemented at the Temerty Faculty of Medicine for both clinical clerks and postgraduate trainees since July 2020.

2. How will the information collected on the LACT form be used?

Data collected from the LACT will be consolidated and provided back to individual teachers and education leaders to inform teacher performance, both in terms of any teacher supports required or recognition for exceptional performance. *It is important to note that **the LACT is intended as one of multiple measures used to assess teacher performance.***

3. How will individual teachers receive their LACT report?

PDFs of individual teacher reports will be made available by TFOM Medical Education for distribution to clinical teachers and can assist departments with the distribution of reports, if required.

4. How will departments, divisions, programs etc. receive their consolidated LACT data from MD and PGME learners?

The Temerty Faculty of Medicine (TFOM), through the Data Management & Analytics Advisory Committee (DMAAC), has developed an interactive dashboard for education leaders in clinical departments. This new tool will allow department leadership to view and monitor aggregate teacher performance, based on site and/or division (where applicable) using [Power BI](#). Specific education leaders within each clinical department (and their delegates) will receive an interactive web-based dashboard of LACT results starting in 2022 and for future academic years. Access to the dashboards will be provided via a weblink supplied by PGME.

DMAAC is continuing discussions to determine appropriate reporting intervals (e.g., annually, twice a year, etc.). Currently, consolidated LACT data will be reported annually.

5. What is the threshold for generating an individual teacher's LACT report, and how will the confidentiality of learners be protected?

The current threshold for generating a LACT report is a minimum of 3 LACT evaluations. Every effort is being made to protect the confidentiality of learners and encourage honest and constructive feedback to clinical teachers. Teachers only receive aggregate data.

6. Are existing teacher reports in POWER and MedSIS still available?

Current processes for accessing individual teacher reports, based on aggregate information from MD clinical teacher assessments and PGME clinical teacher assessments, will remain in MedSIS and POWER, respectively.

The vision for the future is that clinical teachers will be able to log in to an online portal to retrieve their own LACT report, in accordance with reporting threshold guidelines. Online reporting would allow teachers to be able to filter and interact with reports by learner type and/or teaching site. It is also expected that teachers will be able to download copies of their assessment summaries for ease of personal use. The Vice Dean, Medical Education is currently leading a Medical Education Information Technology Transformation (MEITT) initiative and has recently formed an Advisory Committee to optimize IT solutions for medical education, including LACT reporting.

7. What if a learner wants to raise issues of concern that might need immediate attention or action through a LACT?

Learners will be strongly advised to report urgent and/or concerning issues using other mechanisms such as TFOM learner mistreatment disclosure and reporting pathway, reaching out to education leaders, mentors, and other support mechanisms.

The LACT form has a link directly to the [Learner Mistreatment](#) resources.

8. What is the unit of comparison for an individual teacher's results within a department?

In general, the validity of comparisons increases with the size of the peer group, as a larger comparable group will likely include a more diverse, representative sample. For this reason, individual teachers within a department are compared to the performance of all clinical teachers in that department, rather than to a subset of teachers based in a particular division or at a particular site.

9. Questions?

Please contact caroline.abrahams@utoronto.ca or David.rojas@utoronto.ca if you having any questions concerning your LACT report or LACT dashboards.