

FAQs about LACT Data and Reporting:

1) What if I do not have any LACT data to review?

This means that you did not have a sufficient number of respondents to allow your data to be released. If there are fewer than 3 LACT forms, the system does not allow data to be released for the viewing period to preserve learner anonymity. Some people do not have a lot of exposure to trainees. In this case, you may need to obtain cumulative reports from more than one viewing period or academic year to see your feedback. You can do this within your POWER profile by adjusting the years being viewed in the drop-down menu (see below).



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Training Session: -- Merge Last 2

Teacher:

Residency Program: Internal Medicine (DoM)

Rotation(s): IM - Rheumatology [STANDARD] [CORE]

Number of Evaluations: 10

If you do have contact with a sufficient number of trainees yet are still not receiving adequate numbers of evaluations, you should consider strategies for increasing the number of forms you receive. This might include allowing time at the end of your session/rotation for trainees to complete their feedback (but you should not stay in the room with them at the time) and explaining that their feedback helps you to become a better teacher, and that you would value their honest and thoughtful comments.

In either case, you may wish to enroll with MyTE [<https://myteprof.com/home>] to increase the number of evaluations and to gain confidential feedback.

2) How is LACT data currently handled by the Department of Medicine (DOM) and Temerty Faculty of Medicine (TFOM)?

Apart from the value to you as a teacher and faculty member, the LACT scores and comments are used by DOM/TFOM to assist in assessing your competence/excellence as a teacher for purposes of CFAR and Promotion. In some cases, the LACT forms contribute to adjudication for teaching awards and certificates of teaching excellence.

In addition, any LACT form with a score of 1 or 2 is automatically flagged by the system as per TFOM procedures (<https://meded.temertymedicine.utoronto.ca/guidelines-teaching-performance-and-support-process>). Currently, they are also automatically sent to the data officer at the DOM and to the relevant Program Director, although this process is under review and changes may be made over the next year. (See here for current policy: https://deptmedicine.utoronto.ca/sites/default/files/inline-files/optimizing-teaching-effectiveness-and-learner-experience-december-2022_3_1.pdf)

3) How is LACT data currently used for promotion and CFAR?

Promotion criteria and processes can be seen here: [Senior Promotion in the Department of Medicine](#) and [Senior Promotions in the Temerty Faculty of Medicine](#). The Chair of the Teaching Effectiveness Committee for Promotion has also prepared the following overview of how they assess and report on sustained excellence in teaching, as well as teaching competence for purposes of promotion: [Promotion Resources](#).

4) What should I do with my LACT data?

The most important thing to do with your LACT data is to reflect on it, to help you understand how things are going with your teaching and learner interactions. It is also important to look at whether there are any trends in the scores or comments over time that indicate an area for development. Some people find it helpful to discuss their feedback with a peer or mentor.

You should save and file your LACT reports, as they will form a component of your Teaching Dossier when you go forward for CFAR or promotions.

5) What if I have received LACT data that is constructive and I would like help to improve my teaching?

There are many opportunities to improve your teaching:

- **Mentorship**
 - Connect with your assigned faculty mentor or Division Head (DH), or Departmental Division Director (DDD), or a colleague who is recognized as an excellent teacher/educator (your DH or DDD may be able to help suggest people)
- **Peer Support and Coaching**
 - It can be helpful to request a "teaching consult" in advance of teaching or a formal presentation - ask a colleague with expertise in teaching/education to review your slides and/or listen to your presentation ahead of time, to ensure that it will be as effective as possible. It is also important to obtain evaluation of your teaching at the event (you can use MyTE if the program does not offer its own teaching evaluations; see above). This is not just "proof" that you did the teaching, but it also provides you with a valuable quality improvement opportunity.

- **Faculty Development Programs:**

- Centre for Faculty Development
 - <https://centreforfacdev.ca/>
- Office of Faculty Development (MD Program)
 - <https://meded.utoronto.ca/ofd-faculty-development-program>

6) What if I have received LACT data that I think is erroneous (about another teacher, about rotation issues rather than my teaching and supervision)?

In this situation, you should send a request to <https://deptmedicine.utoronto.ca/tes-appeal-form> to request this LACT data removed from your record.

7) What if I have received LACT data that I feel is unfair?

First, know that this is not uncommon. It can be upsetting to receive negative feedback and there is support available for you. You can speak with any of the following individuals for support and guidance: your assigned faculty mentor, hospital Division Head, Departmental Division Director (DDD), Physician-in-Chief (PIC) or the Vice Chair of Education. They will either be able to help you themselves or suggest additional or alternate people. It is better to connect with someone to debrief about this rather than ignore the data.

The next thing is to reflect, honestly, on whether the feedback contains some constructive elements that highlight areas where you can develop as a teacher. This is not to say that all comments from trainees are fair or need to be heeded, but all of us can have blind spots in our interactions with learners, and it is important to be open to understanding how our behaviours and approaches might be interpreted in order to meet the needs of the variety of learners we encounter.

But comments can sometimes be truly unfair or even inappropriate. If you believe this is the case, or you feel the scores or comments are retaliatory in nature, for example, you perceive they are in response to constructive or critical feedback or an evaluation you gave to a trainee, then you can appeal the LACT. The DoM has a well-developed appeals process that you can read about and access here: <https://deptmedicine.utoronto.ca/tes-appeal-form>. Note that this process is also being updated and new information will be posted in the coming months.

8) How can I appeal a LACT form?

Please note that the mechanism for appeals is in the process of being updated. New information will be posted in the coming months. In the meantime, here is the link for the current process with instructions for how to submit an appeal.

<https://deptmedicine.utoronto.ca/tes-appeal-form>. If you have questions about an appeal or the appeals process, you can email: appeals.dom@utoronto.ca.

9) What if I have a question that is not covered here?

If you have additional questions, you can contact Dr. Lynfa Stroud, Vice Chair of Education, at lynfa.stroud@sunnybrook.ca