January 30, 2017

Webinar will begin at 1:30 p.m. CST
January 30, 2017

INTRODUCING THE ASSESSMENT AND EVALUATION HOME PAGE:

LAUNCH OF THE REDESIGNED MEASUREMENT INSTRUMENT COLLECTION AND PRACTICAL GUIDES

Barbara F. Brandt, Connie C. Schmitz, and Eduardo Salas
Welcome and Introductions

- Barbara F. Brandt, Ph.D.
  - Director of the National Center
  - Associate Vice President for Education, AHC Office of Education University of Minnesota

- Connie Schmitz, Ph.D.
  - Associate professor (retired) UMN Medical School
  - Educational psychologist specializing in measurement, learner assessment, program evaluation, education research

- Eduardo Salas, Ph.D.
  - Professor, Allyn R. & Gladys M. Cline Chair of Psychology Department, Rice University
  - 2016 Distinguished Career Award for contributions to team training research, American Psychological Association
Number One Request: “Assessment”

- Evolution of the Measurement Collection
- Importance of research on linkages between education, practice, and Triple Aim (cost, quality, patient experience)

2014

- Community generated open source exchange
- 26 tools in curated collection

2017

- Building community capacity
Today: Building Capacity in Foundation Areas*

*Nexusipe.org

*Measurement, assessment, evaluation

Resource Center
- Open-source, community exchange
- Qualitative tools to measure processes, explore emerging areas, build theory
- Support local teaching, curriculum, programming

Measurement Collection
- Selected tools, vetted by Center’s Advisory Board
- Quantitative tools to measure IPECP processes and impacts on Triple Aim
- Support generalizable evaluation / research

Support Resources
- Measurement Primer
- To RIPLS or not to RIPLS
- Consumer Report on Team Assessment Tools
- Practical Guides on Assessment and Evaluation

Assessment and Evaluation Home Page
Today’s Agenda

• Show the Measurement Collection (20 min)
  – What’s there and why
  – Demonstration: searching for, reviewing tools
  – Frequent questions

• Provide overview of support resources (20 min)
  – Practical Guides on assessment + evaluation
  – “Consumer Report–like” summary on team assessment tools

• Q+A (15 min)
What’s in the Collection?

N = 47 tools

- New to Center: 32%
- Group / team: 49%
- Self-report: 75%
- Skills, behaviors: 40%
- Triple Aim: 26%

Patient / client health status, satisfaction
Population health
Health care costs
Organizational outcomes (e.g., nurse retention)

Open access: 64%
Characteristics of Tools

“Quality, Relevance, and Usability”

• Clearly focused on *interprofessional* practice or education
• Publication track record in peer-reviewed journals
• Report more than user feedback and content validity
• Are broadly applicable to the professions
• Meet general standards of quality
• Fill important gaps in the Collection
• Are in the public domain
The Collection is a Living Thing

• Is imperfect, has gaps, will need updating

• What we (with Advisory Committee) can do
  – Identify additional tools from new literature reviews
  – Review community recommended tools, add to Collection
  – Respond to author updates
  – Revise policies as needed

• What we can’t do
  – Serve as “1-800” number for individual requests
  – Prescribe tools
Let’s View the Site!

- Home page:
  https://nexusipe.org/advancing/assessment-evaluation-start

- Tools
  - Filters
  - Profiles

- Answers to a few FAQ
Resources

• Practical Guides for assessing teamwork and evaluating IPECP programs:

• “Consumer Report–like” summary on teamwork assessment tools
Practical Guide Series: Our Approach

Based on evidence from the science
  • Systematic search of available data-driven evidence

Informed by IPCP professionals
  • Critical attributes identified and rated by IPCP healthcare professionals (N=19)

Evaluated by multidisciplinary experts

- Educational Specialists
- Organizational Psychologists
- Physicians
- Licensed Clinical Social Workers
- Registered Nurses

- Pharmacists
- Health Administrators
- Healthcare Researchers
- Training and Assessment Specialists
1. What is Teamwork in Interprofessional Collaborative Practice?

Introduces and explains teamwork concepts, based on the literature of effective teams across many disciplines, including health and social care.
1: The ABCs of Teamwork

Top Critical Competencies in IPCP teams

*Shared Leadership (B)
*Mutual Respect (A)
*Mutual Trust (A)
*Team Decision Making (B)
*Information Sharing (B)
*Shared Mental Models (C)
1: The ABCs of Teamwork

• Why is each team competency important?

• How are the competencies defined?

• What are the associated behaviors?
  – Examples of behavioral markers

• What are specific, actionable interventions?
  – Available tools and techniques
2. Assessing Interprofessional Collaborative Practice Teamwork

Describes important measurement concepts for assessing IPCP teamwork competencies and performance across the continuum, from undergraduate training through continuing professional development.
• Why should you care about measurement?
  – Accurately assess team performance
  – Identify gaps in desired skill level
  – Provide targeted, constructive feedback
  – Evaluate training efforts

• What is the purpose of measurement?

**Descriptive**
- **Purpose:** Describe what is happening at a given time
- **Example:** When and how frequently does a rural palliative care team communicate?

**Diagnostic**
- **Purpose:** Evaluate the cause of certain behaviors in a team
- **Example:** Why does the surgeon communicate with the anesthesiologist in a certain manner?

**Evaluative**
- **Purpose:** Evaluate teamwork competencies against a specific standard
- **Example:** Were patient satisfaction ratings of the surgery in line with hospital standards?
2: Types of Measurement

• How should I measure performance?
  – Understand the nature of the team and operational environment
  – Evaluate throughout the team’s lifecycle
  – Take a multi-level approach
  – Incorporate multiple methods and approaches to measurement

What’s right for your team? Think about:
• Purpose of measurement
• Potential sources of bias
• Cost (Personnel, time)
• Information richness
• Analysis options (Quantitative vs. Qualitative)
• Ease of collection
2: Types of Measurement

- **Types of Measurement Methods**
  - Observation
  - Survey
  - Interview
  - Archival Record

- **Types of Validity**
  - Content
  - Response Process
  - Internal Structure
  - Relationship to External Variables
  - Consequences of Assessment
3. Steps for Developing an Assessment Plan
A step-by-step process for developing an assessment plan of IPCP teamwork competencies and performance; can be applied at the undergraduate, graduate, or professional development (Available now)

4. Assessing Teamwork: Stories from the Field
Case studies of assessing IPCP teamwork in academic and practice settings (Spring, 2017)

5. Incorporating IPCP Teamwork Assessment into Program Evaluation
Guidance for evaluating programs designed to strengthen teamwork capacity, performance (Fall, 2017)
“Consumer Report–like” summary on teamwork assessment tools

- Literature we reviewed
- What we found
- How we “graded” the tools
Thank you for joining us!

Opening up the conversation…

To ask a question, please type it into the Q & A box on your screen.

We will provide a transcript of the question and answer after the webinar.