

Performance Measurements & Interprofessional Competencies

Brenda K. Zierler, PhD, RN, FAAN
**HRSA Advisory Committee on Interdisciplinary,
Community-Based Linkages**
January, 14, 2021
1:30 to 2:50 PM



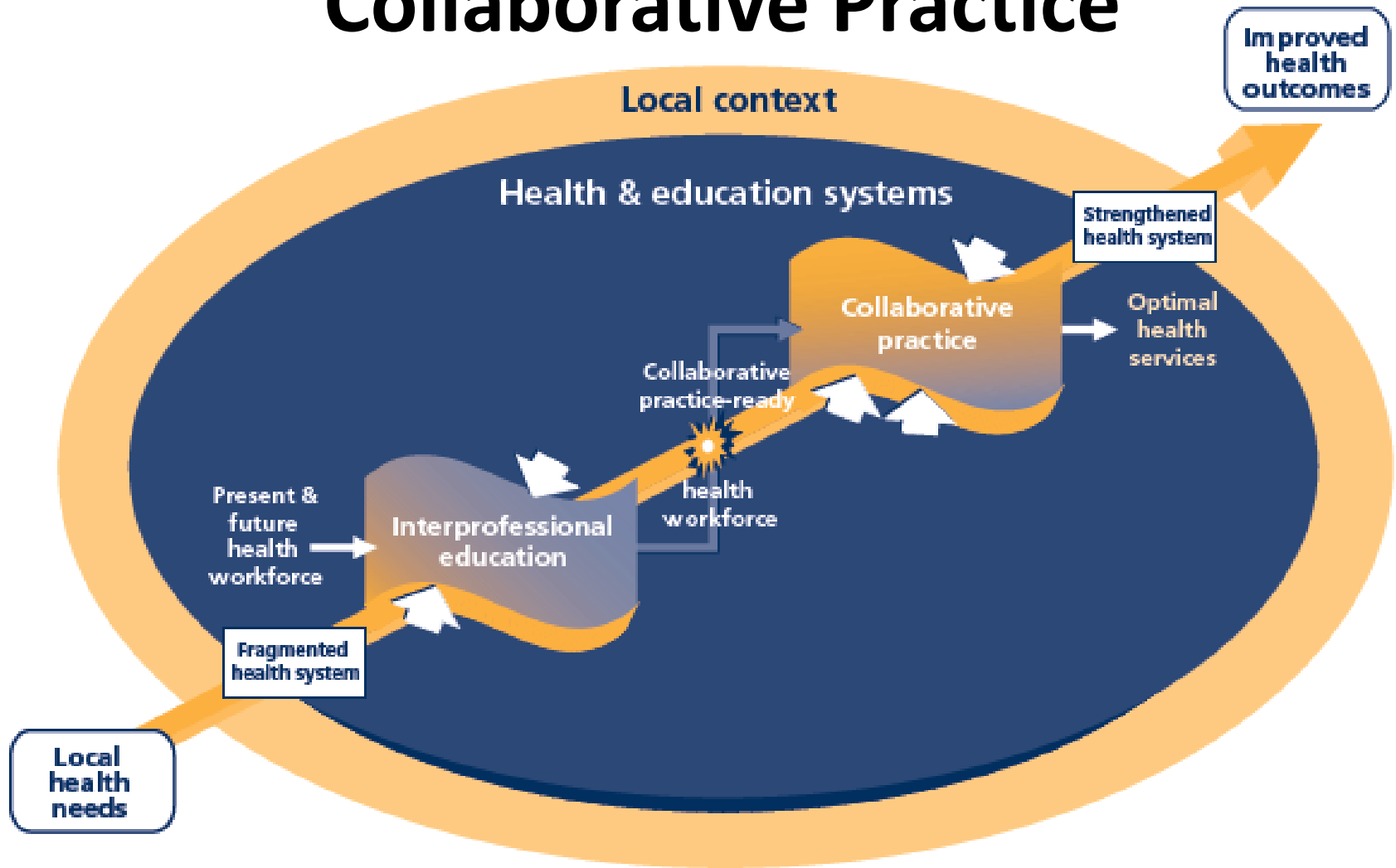


KEEP
CALM
AND
ASK

Is it working?

How Do You Know When
IPE/IPCP is Working?

Framework for Action on IP Education and Collaborative Practice



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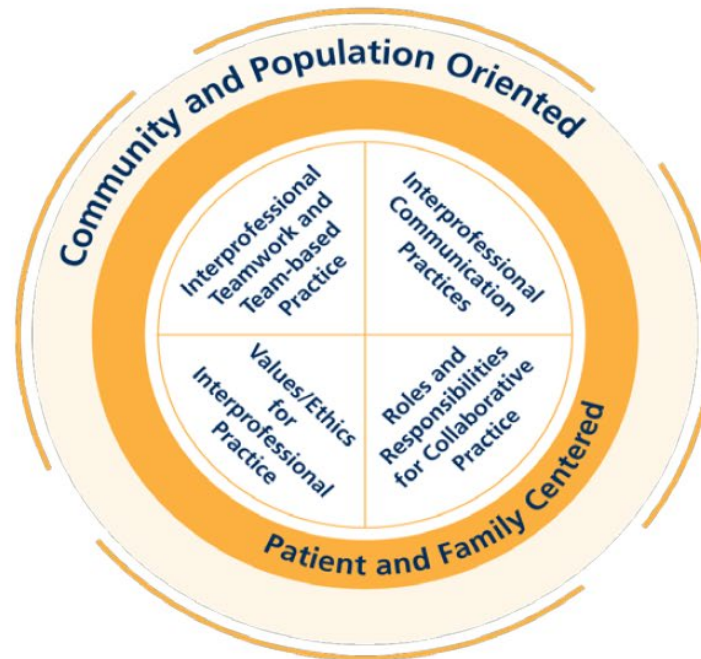
Interprofessional Collaborative Practice Competency Domains (38 sub-statements)

Competency Domain 1:	Values/Ethics for Interprofessional Practice
Competency Domain 2:	Roles/Responsibilities
Competency Domain 3:	Interprofessional Communication
Competency Domain 4:	Teams and Teamwork

Interprofessional Education Collaborative Expert Panel. Core competencies for interprofessional collaborative practice: Report of an expert panel. May, 2011. Washington, D.C. Interprofessional Education Collaborative.

IPEC Competencies

Interprofessional Collaboration Competency Domain



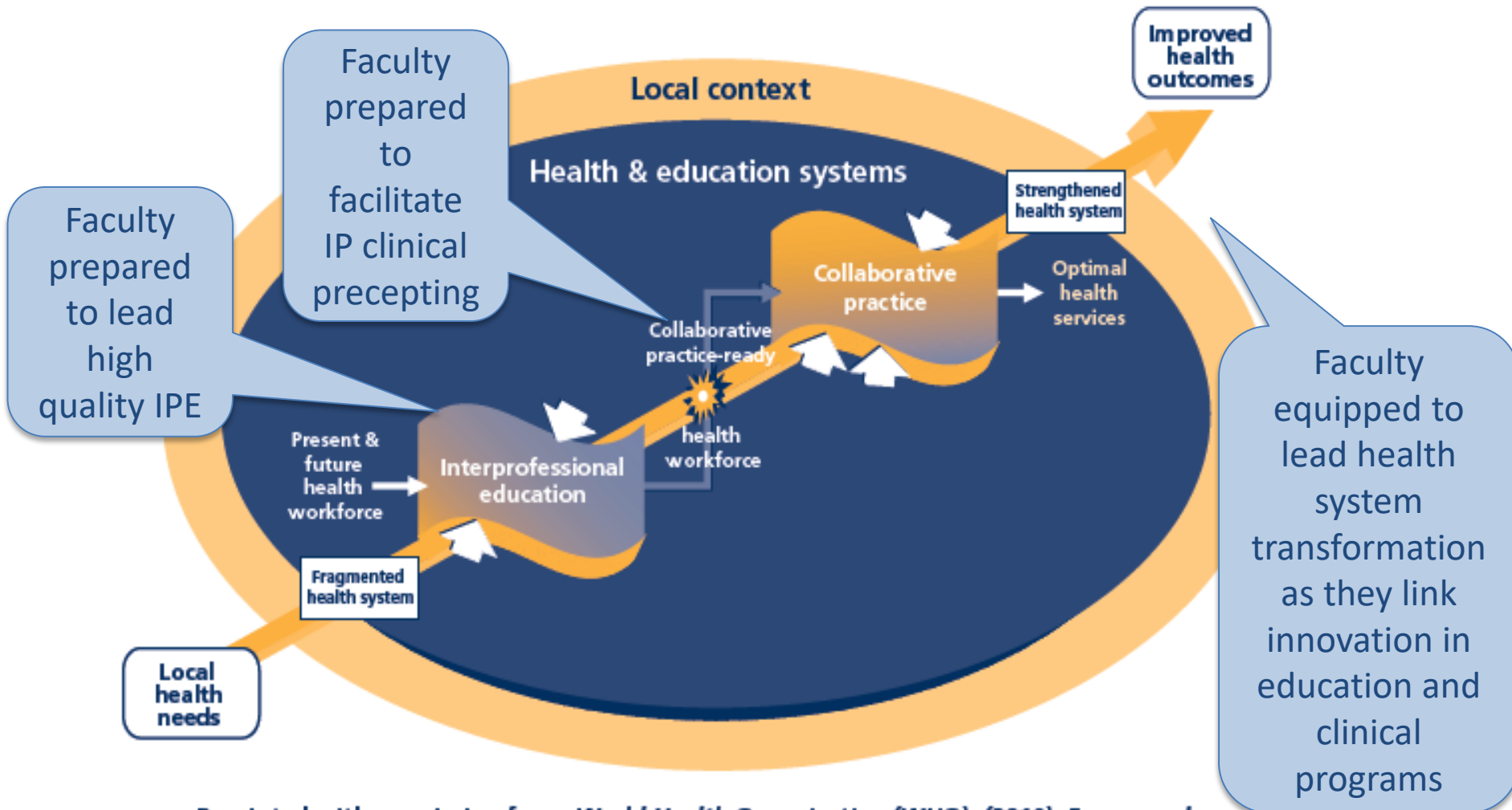
→
The Learning Continuum pre-licensure through practice trajectory

Individual vs. Institutional Competencies

- Even the most well-prepared and highly motivated health professionals will find collaboration difficult if placed within a system that is not designed to facilitate team-based care.

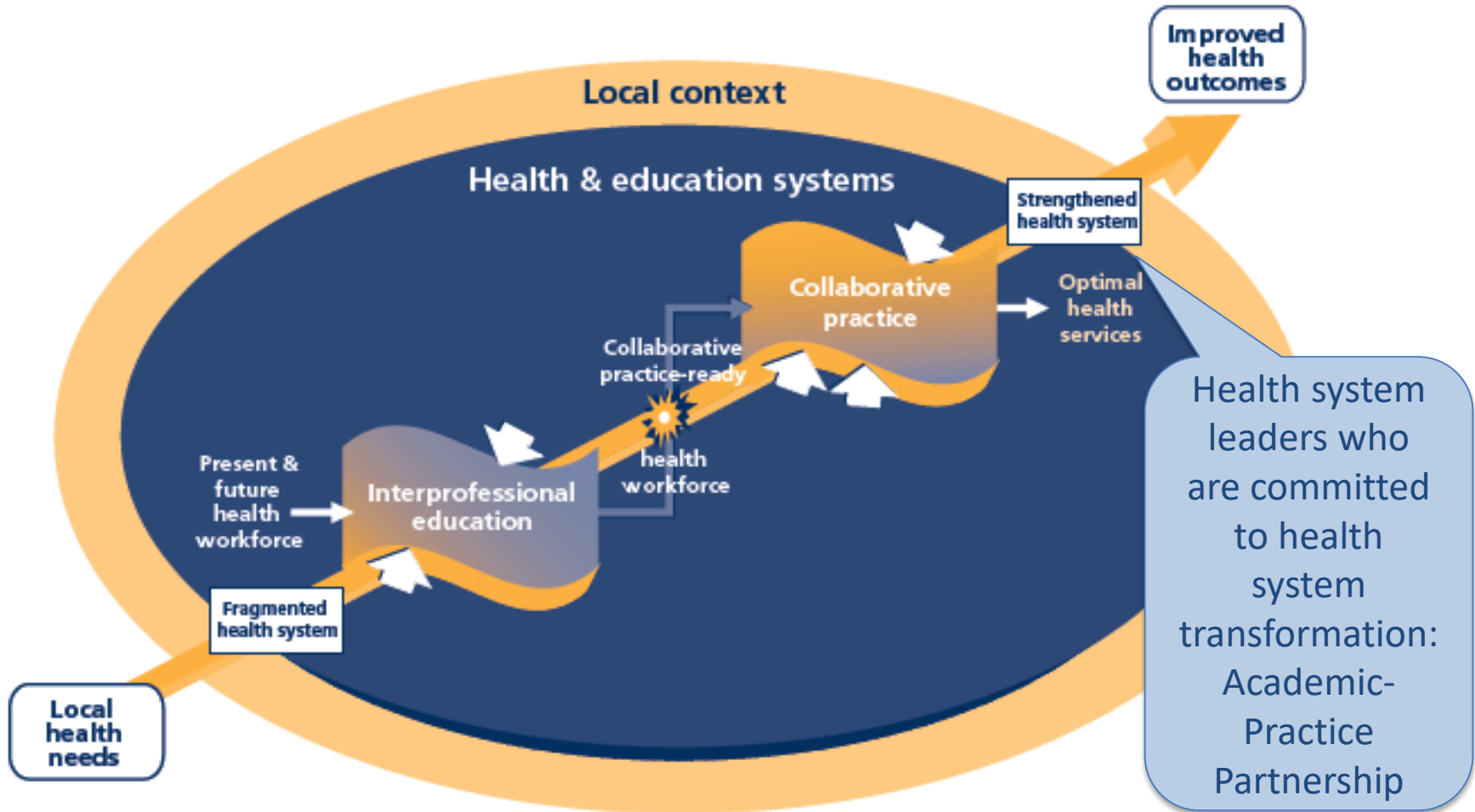


Framework for Action on IP Education and Collaborative Practice



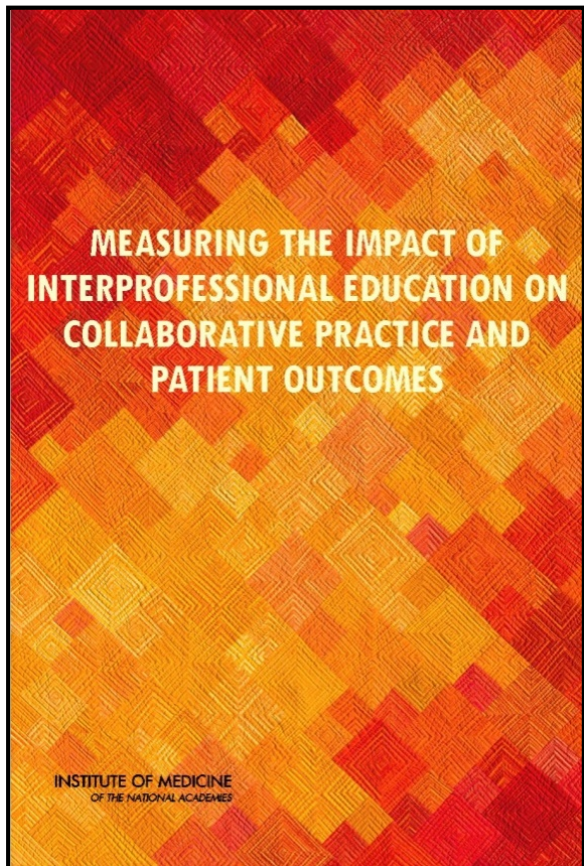
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Framework for Action on IP Education and Collaborative Practice



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Critically Examining the Evidence for IPE: Findings from an Institute of Medicine Consensus Committee Study



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Abbreviated Statement of Task

- An IOM committee will examine the methods needed to measure the impact of IPE on down stream outcomes.
 - Collaborative practice
 - Quality of care and patient safety
 - Provider and patient satisfaction
 - Community health outcomes
 - Health system cost savings
- The committee will recommend a range of different approaches based on the best available methodologies that measure the impact of IPE.
- **The committee will identify gaps where further research is needed.**

IOM Consensus Study

- **Conclusions**

1. Systems alignment
2. Conceptual Model
3. Study Design and Reporting

- **Recommendations**

1. Learning Outcomes
2. Health and System Outcomes

IOM Consensus Study

Conclusion #1 Systems Alignment

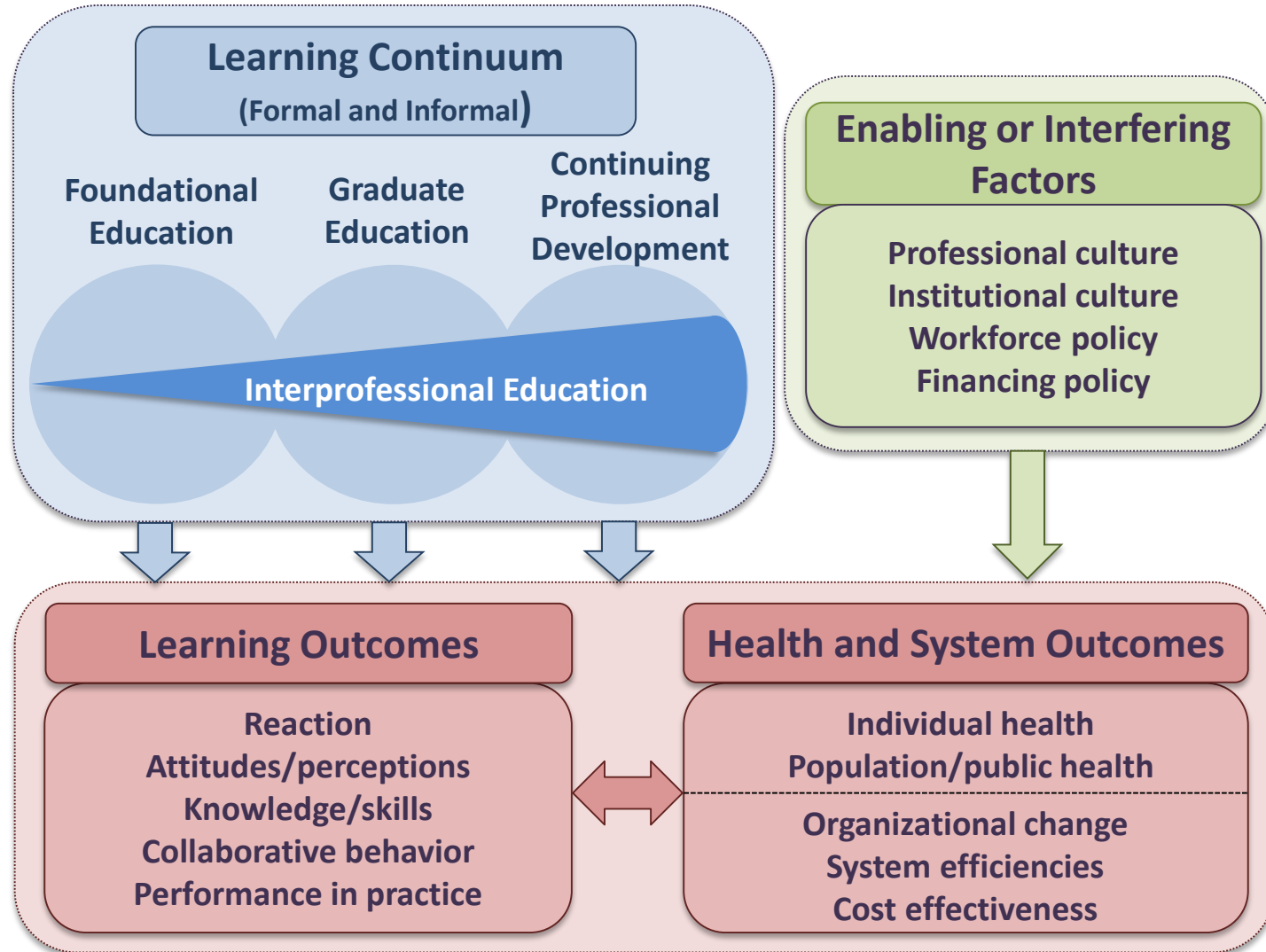
Without a purposeful and more comprehensive system of engagement between the education and health care delivery systems, evaluating the impact of IPE interventions on health and system outcomes will be difficult.

IOM Consensus Study

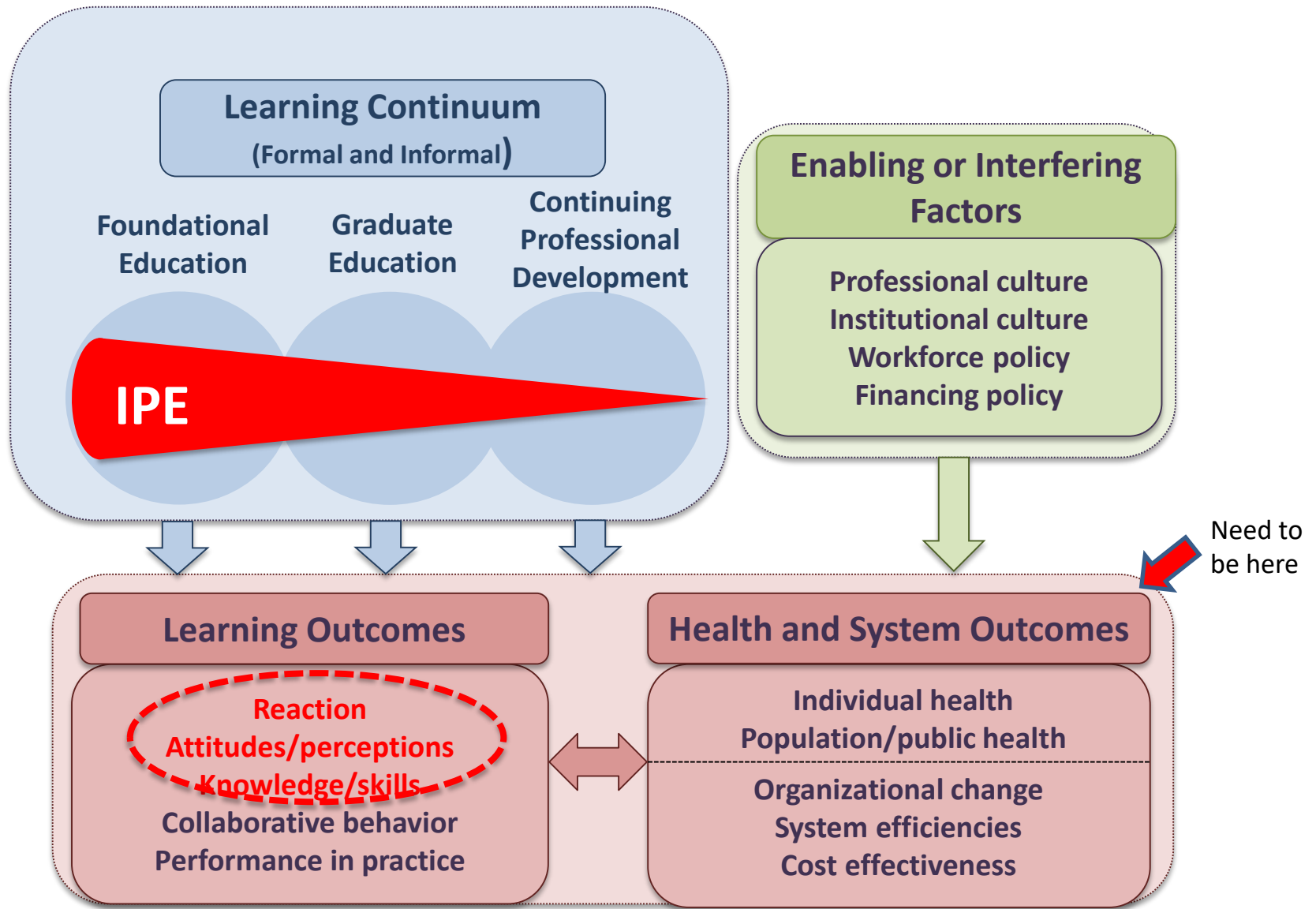
Conclusion #2 Conceptual Model

Having a comprehensive conceptual model would greatly enhance the description and purpose of IPE interventions and their potential impact. Such a model would provide a consistent taxonomy and framework for strengthening the evidence base linking IPE with health and system outcomes.

Interprofessional Learning Continuum



Measuring the Impact of Interprofessional Education on Collaborative Practice and Patient Outcomes. Washington, DC: The National Academies Press.



Measuring the Impact of Interprofessional Education on Collaborative Practice and Patient Outcomes. Washington, DC: The National Academies Press.

Analysis of IPE Outcome Studies

- Positive learning outcomes
 - Attitudes, knowledge, clinical skills
- Limited evidence for “higher level” outcomes
 - Behavior, performance in practice, patient or population benefits, system outcomes
- Significant methodological weaknesses
- Focus on short-term (rather than long-term) impact

IOM Consensus Study

Conclusion #3

Study Design & Reporting

More *purposeful, well-designed, and thoughtfully reported studies* are needed to answer key questions about the effectiveness of IPE in improving performance in practice and health and system outcomes.

IOM Consensus Study

Recommendation #1 Learning Outcomes

Interprofessional stakeholders, funders and policy makers should commit resources to a coordinated series of well-designed studies of the association between interprofessional education and collaborative behavior, including **teamwork and performance in practice**.

These studies should be focused on developing broad consensus on how to effectively measure interprofessional collaboration across a range of learning environments, patient populations and practice settings.

IOM Consensus Study

Recommendation #2 Health & System Outcomes

Health professions educators and academic and health system leaders should adopt **mixed-methods study designs for evaluating the impact of IPE** on health and system outcomes.

When possible, such studies should include an **economic analysis** and be carried out by teams of experts that include educational evaluators, health services researchers, and economists, along with educators and others engaged in IPE.

What to measure?

- IPE competencies for IPCP (not IPE for IPE-sake)
- Interdisciplinary Team-based care
- Team Science Education and Training (NIH, CTSA)
- IPEC too narrow – team science competencies

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Two grants from HRSA

Principal Investigator: **Brenda Zierler**

NEPQR (2014–2017) & ANE (2015–2018)



ACADEMIC-PRACTICE PARTNERSHIP:



UW Medicine

Improvements in Team Communication & Relationships

Consistent incremental improvement in team Relational Coordination across (Between workgroups) all dimensions & time periods

<u>Dimension</u>	<u>Baseline</u> (N=107)	<u>Time 2</u> (N=110)	<u>Time 3</u> (N=117)	Δ
Frequent Communication	3.98	4.37	4.53	✓
Timely Communication	3.42	3.67	3.79	✓
Accurate Communication	3.69	3.95	4.00	✓
Problem-Solving Communication	3.81	4.13	4.05	✓
Shared Goals	3.89	4.17	4.20	✓
Shared Knowledge	3.38	3.63	3.77	✓
Mutual Respect	3.60	3.96	4.10	✓
Relational Coordination	3.68	3.98	4.06	✓



	Within Workgroups	Between Workgroups
Weak	<4.1	<3.5
Moderate	4.1-4.6	3.5-4.0
Strong	>4.6	>4.0

Changes in Practice Behavior: Observations (n=643)

- Rounding in patient room ↑ from 15% to >90%
- RN participation in rounds ↑ from 21% to >75%
- More consistent start time since SIBR implementation
- Individual rounds shorter (on-average) since SIBR implementation
- RN Satisfaction and retention ↑



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- UW Medical Center (UWMC)
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- UWMC TeamCORE & WISH



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- UW Center for Health Sciences Interprofessional Education, Research & Practice
- Nicole Summerside, MHA & Susan Pambianco, ARNP, RN
- UW ITHS Team

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