

An abstract graphic featuring a network of red lines connecting various circular icons. The icons include a document with a target, a gauge, a laptop with a magnifying glass, a person with a network diagram, a clock, and a person with a network diagram. The background is a blurred image of a hand holding a pen over a document.

ASSESSING INTERPROFESSIONAL COLLABORATIVE PRACTICE TEAMWORK



NATIONAL CENTER for
INTERPROFESSIONAL
PRACTICE and EDUCATION

Practical Guide: Volume 2

Assessing Interprofessional Collaborative Practice Teamwork

A PRACTICAL GUIDE: VOLUME 2

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Overview

The National Center for Interprofessional Practice and Education receives numerous requests from educators, practitioners, and researchers in the interprofessional education and collaborative practice (IPECP) community. Many requests concern teamwork as it occurs within interprofessional collaborative practice (IPCP): how to define it, how to measure it, and how to develop a plan for assessing it at the individual team member and collective group levels. Across our community of users, people want access to high quality measurement tools. They also seek guidance on how to appraise and select the right tools for their particular purposes and settings.

The purpose of our Practical Guide series is to help users assess IPCP teamwork at different points throughout the education-to-practice IPECP continuum.⁶ In presenting a workshop on these topics in August 2016, we also learned that many people confuse *assessment* (of individuals, teams) with *evaluation* (of programs and strategic interventions). We recognize that people want to know more about how to develop a plan for evaluating programs designed to teach and assess IPCP teamwork.

The framework for these Guides grew out of research conducted by the National Center in 2015.^{12, 13} Drawing from the science of teamwork and a national survey of 32 thought leaders, the Center identified 11 essential teamwork competencies. These are competencies exhibited by effective teams as a whole. We also identified 20 individual-level competencies which are believed to impact an individual's ability to successfully contribute to team performance. Although there is overlap between these competency lists and those developed by others, for example, by the Interprofessional Education Collaborative (IPEC),⁷ we feel our competencies have value due to their basis in the literature, specifically on teamwork, and the consensus results from our survey.

Volume 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.

Volume 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.

Volume 3. *Steps for Developing an Assessment Plan* — Provides 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 levels.

Volume 4. *Assessing Teamwork: Stories from the Field* — provides case studies of assessing IPCP teamwork in academic and practice settings. To be published in Spring 2017.

Volume 5. *Incorporating IPCP Teamwork Assessment into Program Evaluation* — Provides guidance for evaluating programs designed to strengthen teamwork capacity and performance. To be published in Fall 2017.

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Effective teamwork in health and social care has gained recognition as a critical factor in quality patient care. As such, it is not surprising that nearly 40 different tools for measuring dimensions of teamwork emerge in literature reviews. (See *Volume 3: Steps for Developing an Assessment Plan* for information about reviews of measurement tools and the National Center's measurement instrument collection.) Determining what tool to use, how to implement it, and how to evaluate its psychometric properties can be challenging. There are a number of decisions to make at each phase of measurement, and each decision ultimately affects the usefulness of the tool. Only high quality measurement tools coupled with good administration will yield reliable, valid data. Such data is critical if we are to understand the effect of interprofessional collaborative practice (IPCP) teams on the Triple Aim of Healthcare⁵: (a) improving the patient care experience, (b) improving population health, and (c) reducing per capita cost of healthcare.⁶

This Guide introduces team performance measurement in interprofessional collaboration. The Guide is organized around several critical questions:

- Why should you care about performance measurement?
- What is the purpose of team performance measurement?
- What should be measured to assess team performance?
- How is team performance measured?
- What types of measurement tools should be used?
- What do I need to know about the properties of measurement tools?
- How do I select a measurement tool?