

INTERPROFESSIONAL COLLABORATION DEVELOPMENTAL FRAMEWORK

IPEC COMPETENCY DOMAINS*

EXPOSURE
Introduction

IMMERSION
Development

COMPETENCE
Entry-level Practice

PROFICIENCY
Continuous Professional Development

BASELINE ASSESSMENT

FORMATIVE ASSESSMENT

SUMMATIVE ASSESSMENT

ROLES AND RESPONSIBILITIES

Use the knowledge of one's own role and the roles of other health professionals to appropriately assess and address the health care needs of the patients and populations served.

- Communicate one's professional roles and responsibilities to others.
- Recognize one's limitations in skills, knowledge, and abilities.
- Communicate with team members to clarify each person's responsibility.
- Explain the roles and responsibilities of other team members.

- Describe how to work together to optimize outcomes and patient safety.
- Facilitate unique and complementary abilities of team members to improve outcomes.
- Describe how different team membership styles impact team dynamics and performance.

- Forge interdependent relationships to improve IP collaboration and advance learning.
- Provide services that are safe, timely, efficient, effective, and equitable.
- Apply leadership practices that support collaborative practice and team effectiveness.

Suggested assessment tools: Interprofessional (IP) Collaborative Competency Attainment Survey, IP Collaborator Assessment Rubric, Individual Teamwork Observation & Feedback Tool, OSU Reflective Writing Rubric

INTERPROFESSIONAL COMMUNICATION

Communicate with other health professionals in a responsive and responsible manner that supports a collaborative approach to the maintenance of health and the treatment of disease in individual patients and populations.

- Communicate the importance of teamwork in person-centered and community-focused care.
- Listen actively, invite and respect ideas and opinions of others.
- Recognize jargon within your own profession, and how it affects inter-professional communication.

- Choose and utilize effective communication tools and techniques to enhance team function.
- Organize and communicate information to the team in a manner that is understandable.
- Express one's knowledge and opinions to team members to ensure common understanding of information and decisions.

- Give timely, sensitive, instructive feedback to other team members and respond respectfully to feedback from others.

Improve team performance via quality improvement methods.

Suggested assessment tools: Teamwork VALUE rubric, IP Collaborator Assessment Rubric, Individual Teamwork Observation & Feedback Tool, OSU Reflective Writing Rubric

TEAMS AND TEAMWORK + VALUES AND ETHICS

Work with other health professionals and patients to establish and maintain a climate of mutual respect, dignity, diversity, ethical integrity, and trust.

- Name the principles of team-based health care and explain how teamwork can improve health, healthcare, and community outcomes.
- Recognize that IP health-care delivery includes individuals, populations, and communities.
- Describe the process of team development and the characteristics and practices of effective teams.
- Respect the unique cultures, values, roles & responsibilities, contributions, and expertise of others.
- Demonstrate awareness of unconscious biases and the behaviors that stem from them, and engage in self-evaluation and action planning for attitudes, beliefs, and expectations that influence how you relate to others.

- Use available evidence to inform effective teamwork and team-based practices.
- Share accountability with others to improve outcomes relevant to prevention and health care.
- Develop consensus on ethical principles to guide teamwork.
- Reflect on individual and team performance.

- Integrate the knowledge and experience of diverse professionals to inform care decisions, problem solving, and delivery of services.
- Engage self /others to manage disagreements that impact care and/or service outcomes.
- Engage in collaboration that supports reconciliation of differing priorities.
- Use process improvement strategies to increase the effectiveness of IP teams.

Leverage interprofessional teams in order to improve individual and population health outcomes.

Advance collaborative care that is efficient, effective, and equitable.

Suggested assessment tools: IP Collaborative Competency Attainment Survey, Teamwork VALUE rubric, IP Collaborator Assessment Rubric, Individual Teamwork Observation & Feedback Tool, OSU Reflective Writing Rubric

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