



Interprofessional Education and Development (IPED) Course Outcomes

By the end of the course, students will be able to:

1. Demonstrate knowledge, skills and behaviors of teamwork/collaboration, values/ethics, and quality/safety as an interprofessional team member.
2. Articulate a shared, interprofessional identity as a health care professional.
3. Identify the unique roles and responsibilities of each health care professional within the interprofessional team.
4. Demonstrate collaboration, teaming skills and behaviors as an interprofessional team.

IPED Course Learning Objectives by Competency Domain

Teamwork and Collaboration

1. Identify team characteristics, formation, and leadership
2. Describe and apply structured team communication processes
3. Describe roles and responsibilities among the health professions
4. Describe and apply conflict management, advocacy and assertion techniques
5. Reflect on and contribute to interprofessional identity formation and interprofessional team development

Values and Ethics

6. Describe health professional values and ethics
7. Demonstrate an approach to resolving ethical dilemmas
8. Define key ethical concepts such as informed consent, privacy, confidentiality, conflicts of interest, justice, and access to care

Safety and Quality

9. Apply a system's approach to analyzing the cause of an error
10. Recognize opportunities within each health profession to engage patients and improve safety
11. Demonstrate an approach to improving care quality
12. Contribute to a culture of safety individually and through system processes



Session Outcomes & Objectives:

Session 1: Team development: cohesiveness and communication (Teamwork & Collaboration)

Session Outcome: As a result of this session students will begin the process of team formation/development and practice using structured team communication

Session Learning Objectives:

1. Recognize characteristics of teams
2. Develop interprofessional team cohesiveness
3. Practice functioning as a team and using structured communication processes

Session 2: Roles, Goals & Expectations (Teamwork & Collaboration)

Session Outcome: As a result of this session, students will begin to recognize professional and team roles, and practice establishing team goals and the means to achieve them.

Session Learning Objectives:

1. Recognize the education, career opportunities and roles of each profession participating in the Interprofessional Education and Development (IPED) course
2. Explore professional roles and goals for the care of a complex patient
3. Use "SBAR" as a means to communicate about the interprofessional care of a complex patient
4. Practice identifying team roles, developing team goals, and establishing means to achieve them

Session 3: Introduction to Ethics (Values & Ethics)

Session Outcome: As a result of this session students will be able to describe ethical values, principles, and theories and how they apply to health care professionals.

Session Learning Objectives:

1. Describe why ethics is central in health care practice;
2. Describe how ethical values, principles, and theories apply in professional practice
3. Describe landmark cases leading to the development of modern health care ethics.
4. Identify personal and professional values in an ethical case
5. Practice justifying ethical decisions based on stakeholder values

Session 4: A Process of Ethical Analysis (Values & Ethics)

Session Outcome: As a result of this session students will be able to identify professional codes of ethics, obligations for patient care, and apply an 8 step process of ethical analysis.

Session Learning Objectives:

1. Identify professional codes of ethics
2. Describe privacy/confidentiality, duty to warn, and professional boundaries
3. Apply the 8-step process of analyzing clinical cases from an ethical perspective



Session 5: Informed Consent and Shared Decision Making (Values & Ethics)

Session Outcome: As a result of this session students will be able to develop strong justifications for ethical decisions involving informed consent and capacity.

Session Learning Objectives:

1. Recognize the ethical principles/values involved in informed consent, and the ethical and legal exceptions to obtaining it
2. Identify the relationship between informed consent and shared decision making
3. Describe decisional capacity and how it impacts informed consent
4. Define consent and assent for minors

Session 6: Patient Engagement to Optimize Safety (Quality & Safety)

Session Outcome: As a result of this session students will be able to recognize opportunities within each health profession to engage patients and improve safety

Session Learning Objectives:

1. Identify 3 levels of patient engagement to improve safety (individual, system and societal)
2. Recognize the value of vigilance and monitoring by patients, families, and other members of the health care team
3. Describe ways in which patients and family members can partner with health care professions to prevent harm and improve care at the individual, system and societal level

Session 7: Systems Approach to Error (Quality & Safety)

Session Outcome: As a result of this session students will be able to apply a systems approach to analyzing causes of an error.

Session Learning Objectives:

1. Recognize that health professionals are part of systems of care that affect outcomes for patients and families
2. Differentiate persons versus systems approach to error analysis
3. Participate in a root cause analysis
4. Identify and prioritize error prevention recommendations

Session 8: Situational Monitoring (Teamwork & Collaboration)

Session Outcome: As a result of this session students will be able to use structured team communication skills and processes to promote situational monitoring

Session Learning Objectives:

1. Apply situational monitoring concepts and communication skills in a clinical triage case
2. Use brief/huddle/debrief processes and feedback to improve team performance
3. Identify ethical values as they relate to triage clinical care



Session 9: Interprofessional Team Development & Productive Feedback (Teamwork & Collaboration)

Session Outcome: As a result of this session, students will be able to reflect on feedback and contribute to interprofessional team development.

Learning Objectives:

1. Reflect on individual and team-based feedback
2. Develop action plans for improvement over the remainder of the semester
3. Identify personal collaboration style and those of teammates
4. Recognize the value of diverse team member styles in prioritizing aspects of patient care
5. Describe your profession's potential contribution to patient care in the DAWN case.

Session 10 Conflict management (Teamwork & Collaboration)

Session Outcome: As a result of this session I will be able to apply the five conflict resolution components to effectively manage conflict.

Learning Objectives: Participants will:

1. Identify the 5 components necessary for conflict resolution, and
2. Be given the opportunity to:
 - Recognize and acknowledge conflicts
 - Have open communication about conflicts (e.g. using DESC process)
 - Create an environment of team trust (e.g. using "MindTools" strategies for building trust)
 - Accept and tolerate different perspectives in conflicts (e.g. using "What Color Is Your Brain?" concepts)
 - Create enduring resolutions to conflict with accountability (e.g. using brief, huddle, and debrief techniques)
3. Practice conflict resolution within their own team.

Session 11: Conflicts of Interest and Abuses of Power (Values & Ethics)

Session Outcome: As a result of this session students will be able to identify and manage potential conflicts of interest.

Learning Objectives:

1. Define conflicts of interest
2. Describe the values at stake in conflicts of interest and abuses of power
3. Identify prominent professional standards including the Anschutz Medical Campus policy and the role of students
4. Describe current research on the impact of conflicts of interest
5. Identify some strategies for managing conflicts of interest.

Session 12: Justice & Access to Health Care (Values & Ethics)

Session Outcome: As a result of this session, students will be able to identify issues of justice in healthcare.

Learning Objectives:

1. Identify formal and material principles of justice
2. Identify substantive and procedural methods for achieving just outcomes



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3. Identify statements about justice in relevant codes of ethics
4. Describe social determinants of health that can be barriers to access and
5. Identify, compare and contrast the key justice issues among the health care professions

Session 13: Improving Care (Quality & Safety)

Session Outcome: Students will be able to demonstrate an approach to improving care quality.

Learning Objectives:

1. Recognize the value of what individuals and teams can do to improve care
2. Identify continuous quality improvement as an essential part of the work of all health professionals
3. Design a small test of change for a Plan-Do-Study-Act cycle
4. Practice aligning the aims, measures and changes involved in improving care

Session 14: Contributing to a Culture of Safety (Quality & Safety)

Session Outcome: Students will be able to contribute to a culture of safety individually and through system processes.

Learning Objectives:

1. Recognize characteristics of a culture of safety
2. Identify opportunities to speak up for safety
3. Utilize a system mechanism for reporting errors
4. Recognize that contributing to a culture of safety is an essential part of the work of all health professionals

Session 15: Advocacy & Assertion (Teamwork & Collaboration)

Session Outcome: As a result of this session students will be able to: recognize their team role, and use communication techniques to assert themselves.

Learning Objectives:

1. Recognize the need to advocate for oneself or patients
2. Recognize how to advocate for patient's needs
3. Practice asserting themselves as part of healthcare teams
4. Implement the appropriate language to successfully advocate

Session 16: Capstone (ALL)

Session Outcome: As a result of this session, students will be able to use teamwork skills to analyze a medical error, make prevention recommendations, set an aim for improvement, perform an 8 Step Ethical Analysis of a case, and debrief on teamwork.

Learning Objectives:

1. Analyze a medical error, make prevention recommendations and set an aim for improvement
2. Analyze an ethical dilemma using the 8 Step Analysis approach
3. Demonstrate competency in teamwork and collaboration
4. Debrief teamwork