

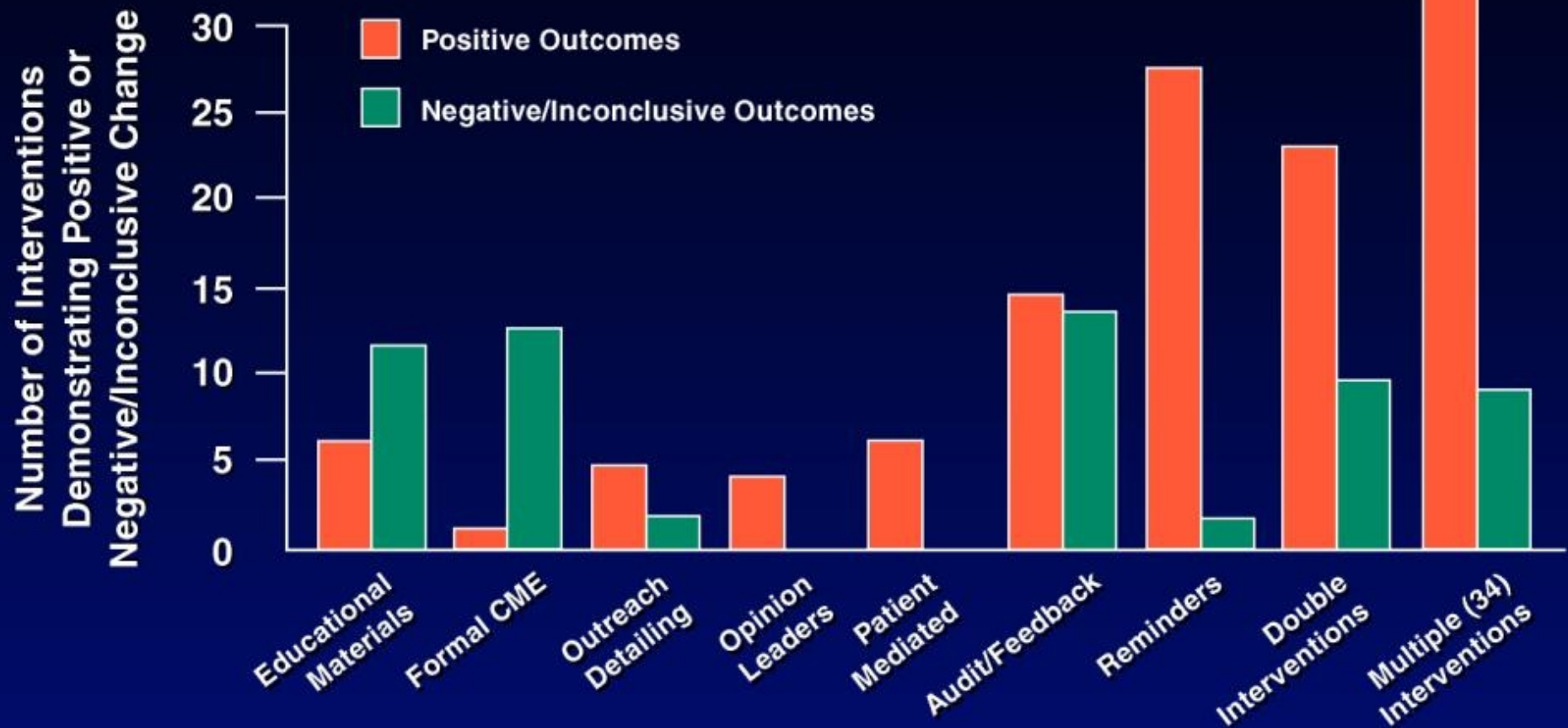
Strategies for Learning and Change in Healthcare

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Perceived Need by Actual Need

| | | Actual | |
|-----------|---|--------|-----|
| | | + | - |
| Perceived | + | ++ | + - |
| | - | - + | -- |

Effectiveness of Interventions by Type of Intervention



Perceived Need by Actual Need

| | | Actual | |
|-----------|---|--------|-----|
| | | + | - |
| Perceived | + | ++ | + - |
| | - | - + | -- |

The AAMC Cube

Maintenance of Certification

- **Professional Standing**
 - Maintain unrestricted license
- **Lifelong Learning and Self-assessment**
 - Participate in educational and self-assessment programs
- **Cognitive Expertise**
 - Pass formalized examination
- **Practice Performance Assessment**
 - Assess quality of care compared to peers and national benchmarks
 - Apply evidence
 - Complete follow-up assessment

GME Competencies

- **Practice-based Learning and Improvement**
 - Investigate and evaluate patient care practices
 - Appraise and assimilate scientific evidence
 - Improve practice
- **Systems-based practice**
 - Maintain responsibility to larger context and systems of health care

LCME Standards

- **ED-5-A**

- Educational program must include active learning and independent study to foster skills necessary for lifelong learning

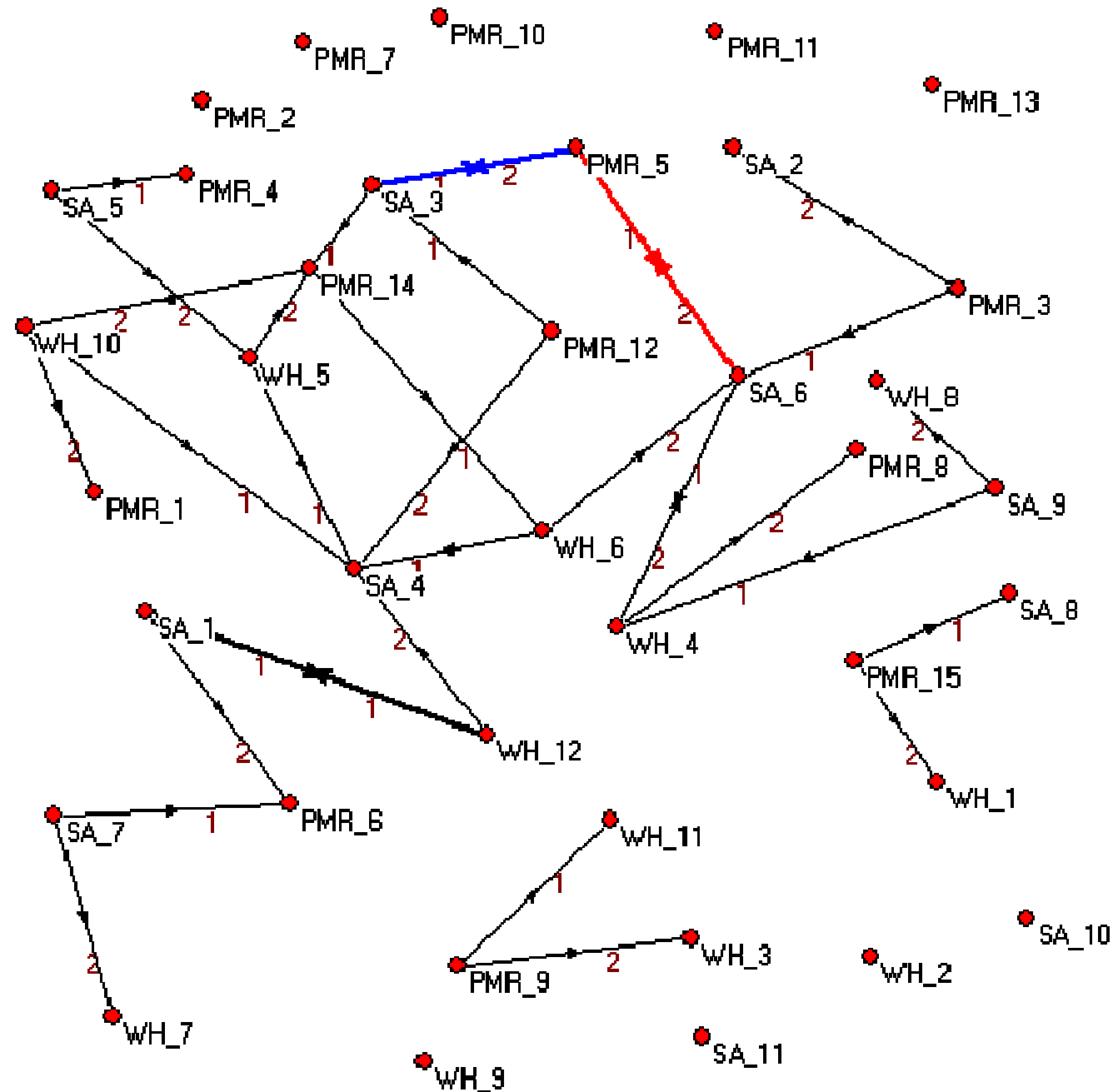
- **Annotation**

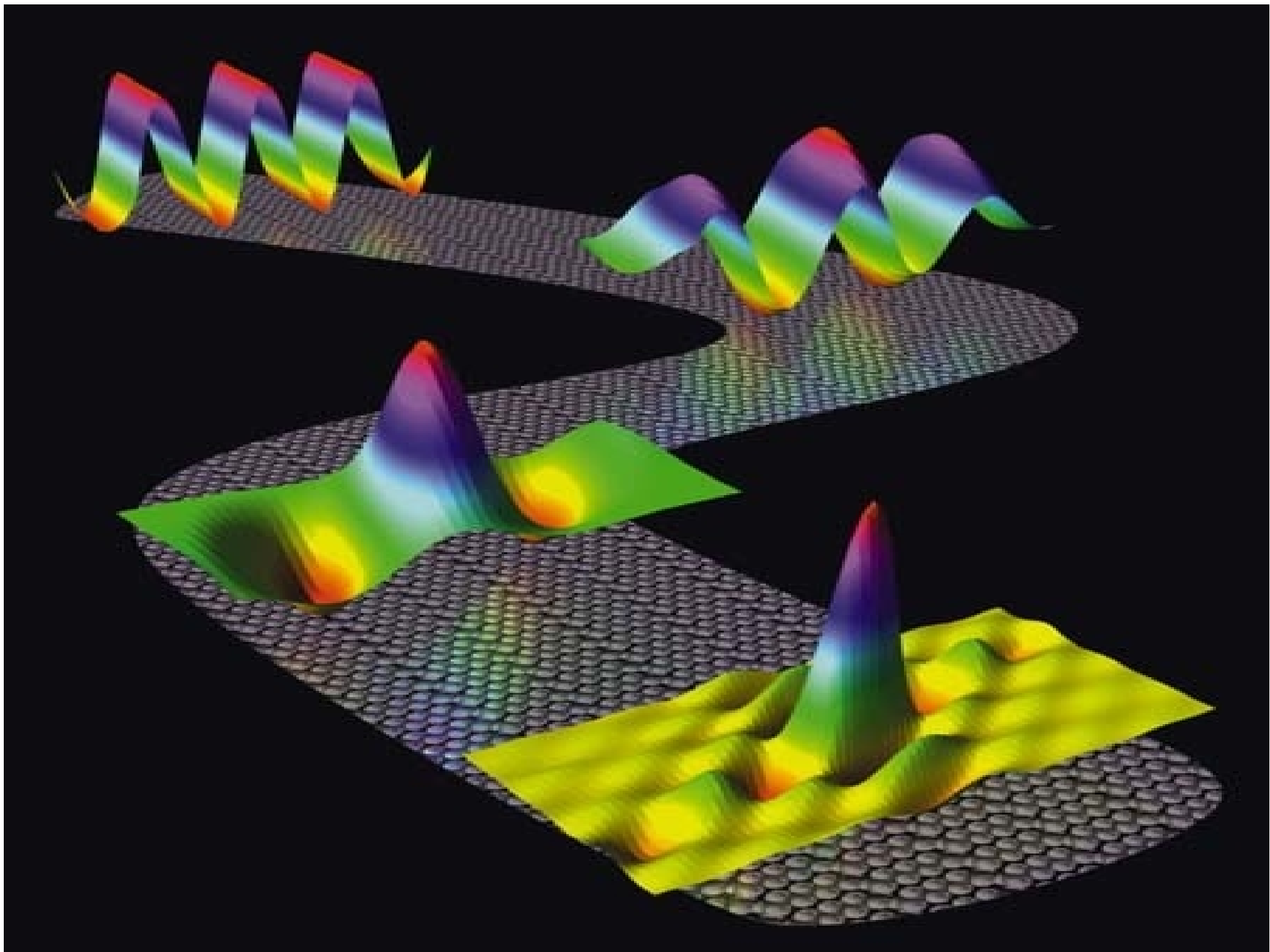
- Self-assessment of learning needs
- Identification
- Analysis
- Synthesis of relevant information
- Assessment of resources for credibility

Strategies for Change

- Assess system needs/teams
- Provide opportunities to reflect on organizational processes that enable/constrain care giving
- Continue to shift accreditation, licensing, and certification to reward individual and systems-based learning/improvement

Sociogram of 18 Investigators Selecting Collaborators Across Disciplines





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