

Instructions for Faculty

Rather than presenting the benefits of the Learning Collaborative Model, this activity asks participants to formulate the rationale for using this method.

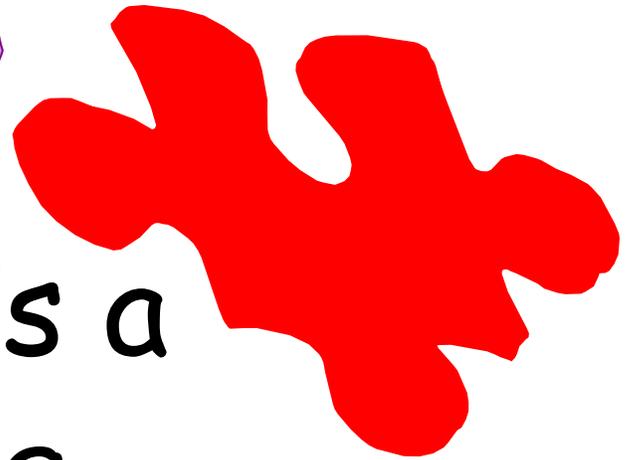
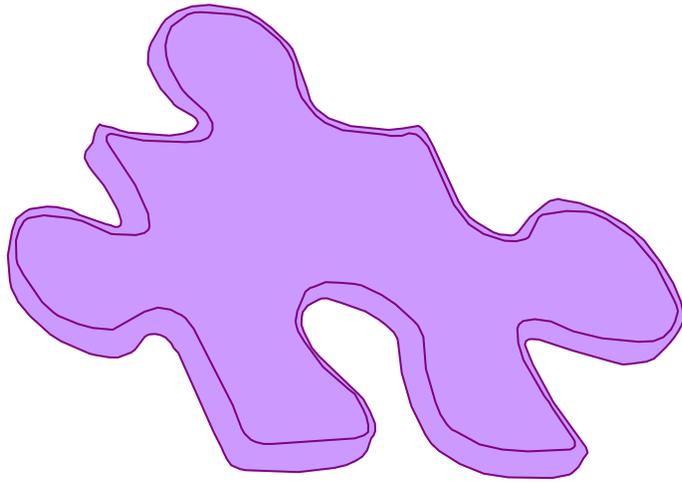
Preparation:

Using the Puzzle Format

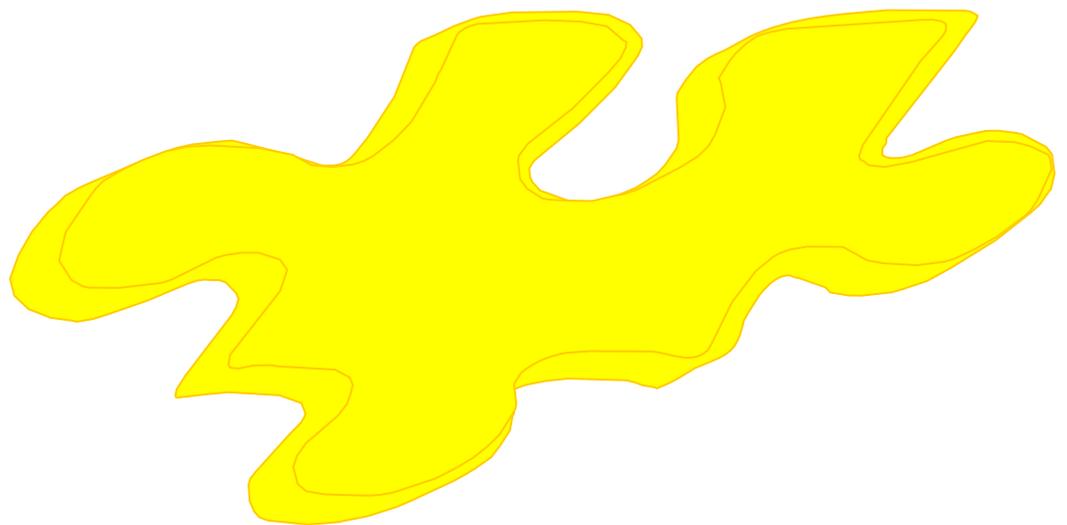
1. Using the template provided for the puzzle, copy the puzzle on colored paper and laminate if possible. Make a puzzle for each small group or team.
2. Cut up all puzzles and distribute to each team with the handout.
3. Ask teams to follow the instructions on the handout. Don't forget to remind them that the puzzle does go together!
4. Debrief with the large group. Ask if there were any questions about any of the elements and respond to the questions.

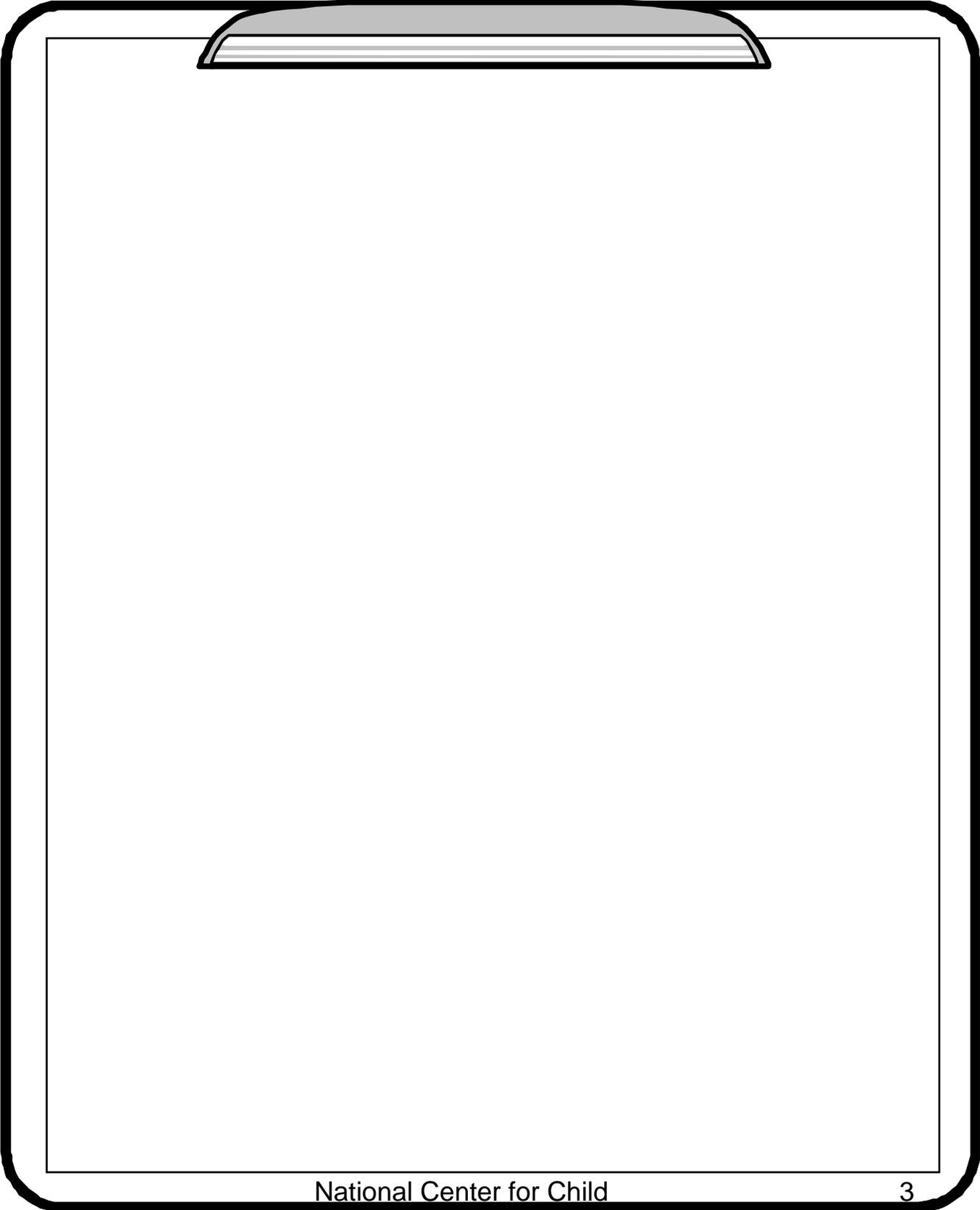
Not Using the Puzzle Format

1. Adapt the handout and remove references in the instructions to puzzle pieces.
2. Conduct the activity by instructing small groups to discuss briefly each element of the Learning Collaborative methodology responding to the two questions noted.
3. Ask them to make notes regarding elements they have questions about for the large group debrief.



What Is a Learning Collaborative?





Elements Of the Learning Collaborative

1. Pre-Work Phase

- Initial Knowledge exposure through reading & calls
- Organizational readiness assessment complete
- Team building concerning practice change
- Senior leadership buy in

2. Learning Session 1

- **Focus on Clinical Competencies and skill acquisition**
- **Learn about measurement and the use of metrics to inform teams of progress**
- **Get to know other teams and create a community of learners**

3. Action Periods

- Conference calls with entire collaborative
- Supervisor calls
- Measuring progress
- Steal shamelessly & share relentlessly

4. Learning Session 2

- Advanced clinical skill building
- Introduction to Model for Improvement- An approach to process improvement, which helps teams accelerate the adoption of proven and effective changes.
- Shared problem solving re: barriers to implementation

5. Learning Session 3

- Sharing innovations
- Strategies for sustaining practice
- Celebrating the successes of the collaborative teams

6. Intranet

- Using technology to expand learning & contact
- Discussion Board
- Sharing materials and ideas
- Announcements & Call agendas

7. Model for Improvement - An approach to process improvement, developed which helps teams accelerate the adoption of proven and effective changes.

- Introduction to the Change Package (identifies five key components of an ideal system for the adoption and implementation of the intervention)
- A tool for improvement- creating small tests of change through PDSA's (small tests of change that include a cycle of Plan-Do-Study-Act)
- Metrics to guide improvement. Monthly metrics are measures designed to summarize a team's current progress toward the collaborative's goals and to track progress toward those goals over time.

8. Learning Community

- Contagion Effect of creative ideas regarding implementation of the model
- Learn from early adopters
- Faculty and participants learn from each other

9. Overall Evaluation

- Assess the extent to which participating agencies actually used the practice and are likely to do so in the future
- Assess the manner and skill with which providers administered the treatment.
- Evaluating the collaborative experience

10. Adult Learning Principles

- Engaging learners through active learning
- Creating an environment for expertise of participants to be shared
- Collaborative learning and sharing