What gets measured gets gone: let’s move beyond measuring participation!

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Intended Learning Outcomes

• **Outcome 1**: List the six levels of outcomes-based continuing education evaluation.

• **Outcome 2**: List the five pillars of educational quality described in the FIP Global Framework for Quality of Pharmacy Education.

• **Outcome 3**: Identify strategies to meaningfully advance educational and regulatory models for continuing professional development (CPD) of pharmacists.
SMART Pharmacy Program is designed to be a sustainable, evidence-based educational initiative with all elements of the Continuing Professional Development (CPD) Cycle, including application and impact on everyday pharmacy practice.
The Purpose of CE/CPD

“The purpose of continuing education for pharmacists and for other health professionals is the improvement of patient care and health maintenance, and the enrichment of health careers. Therefore, the focus should be on the patient as a problem of treatment and as an exercise in learning. The basic criterion for the evaluation of the relevance and effectiveness of continuing education for health professionals is the improvement of patient care.”

Levels of Outcomes-Based CME Evaluation

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<th>Level</th>
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<td>Participation</td>
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<tr>
<td>Two</td>
<td>Satisfaction</td>
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<tr>
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Alliance for CME. Evaluating Educational Outcomes: An Electronic Workbook for Continuing Medical Education Providers. Online [for purchase]: 

IMPACT

• Maintain and enhance the practitioner’s competence
• Improve patient care
What Gets Measured Gets Done!

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In some countries, no expectation or requirement, therefore, no meaningful participation

Most countries; most professions (hours/credits)\(^1, 2\)

Most CE providers

Some CE providers

SMART Pharmacy Program now

Future?

Addressing the 3 “traditional pillars” is necessary, but not sufficient

Educational activities must address all “foundational” competency areas (KSAV)

New Approaches are Needed for Lifelong Learning

Key difference from traditional CE

CPD can provide the “bridge” between the classroom and the workplace (Institute of Medicine, USA)
Advancing Learning to Advance Practice

A REASON TO LEARN

Commitment to Change

Motivation for Additional Learning

Patient, Organizational & Societal Needs

A WAY TO LEARN

Community

Learner’s Needs

Sharing

Collaboration

Need To Be Aligned

Conclusions from the Literature

CE can be effective in both learning and practice change, but more successful if the education is:

– Area of interest or preference
– Related to daily practice
– Programs selected in response to identified need
– Interactive, hands-on
– Use more than one intervention; continuing not opportunistic
– Use reflection
– Self-directed (content and context)
– Focus on specific outcomes/objectives
– Include a “Commitment to Change”

All elements are built into the CPD Model and SMART Program
All Sectors and Stakeholders in the Profession should be Involved and Working Together

Changing Models for Life Long Learning ....

“...you go, you sit, you listen,...you forget”*

* Pharmacist’s quote from article by Austin et al; AJPE 2005; 69 (1) Article 4
Changing Models for Life Long Learning ....

Learn Today ... Forget Tomorrow!
Changing Models for Life Long Learning ….

Learn Today ... Apply Tomorrow!
What Gets Measured Gets Done!

- (1) Evaluate Learning
- (2) Evaluate Outcomes & Impact of Learning
- Competency Framework & Quality Indicators for Services
- SMART Learning Objectives
- SMART Educational Modules
- Specific
- Measurable
- Achievable
- Relevant
- Timed
- Patient Services Results
- Results
- Evaluate Outcomes & Impact of Learning
- Portfolio
- LEARN
- PLAN
- REFLECT
- SMART PHARMACY
- Pharmaexpert
- edqm
- European Directorate for the Quality of Medicines & HealthCare

(1) Evaluate Learning

What Gets Measured Gets Done!
Turkish patients' lives dramatically improved as a result of pharmacists' care.

- Improved competence (self-assessed)
- Improved quality of services (self-assessed)
- Improved inhaler technique
- Reduced salbutamol use
- Improved Asthma Control Test scores
- Increased Peak Flow Rate
- Improved quality of life
- Patient behavior changes
- Successful advocacy

Actual patients ... actual pharmacists (May – Oct 2015; Turkey)
Thanks for your attention!