**COE Learning Network:** Team-Based Decision Making for COE Effectiveness

**Presenters:** Erin Seger; Cheryld Emala; Ian Cummins; Ariana Freund

**Date and Time:** 02/22/2023-12:00-1:15 pm

**Location:** Virtual Training (on Zoom)

**Host:** University of Pittsburgh, School of Pharmacy, Program and Evaluation Unit (PERU)

**Target Audience:** Centers of Excellence Leadership and Staff

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**Training Objectives:**

* Define team-based decision-making.
* Describe two COEs’ processes for making team-based decisions.
* Discuss the benefits of making decisions as a team.
* Discuss common barriers to team-based decision-making.

**Agenda:**

1. Team-Based Decision-Making Basics
   1. Definition
   2. Interprofessional Collaboration
   3. Benefits
2. SPHS:
   1. Background/ COE vision
   2. Model
      1. Pathways
      2. Meet as a team
      3. Trauma-informed interventions
      4. See all team members as equal
      5. Training and support
      6. Safe and non-judgmental environment
   3. Case consultations
   4. Discharge planning-
   5. Quality improvement planning
      1. Monthly meeting about quality
      2. Leadership model quality service delivery
      3. Look at data (internal and PERU)
      4. Look at staff member level data
      5. Quality plans for each staff via supervision
   6. Financial implications
3. UPMC:
   1. Background
      1. Case consultations
      2. Graduation
         1. Meetings
         2. Benefits
   2. Annual Retreats
   3. New Initiatives
   4. Financial Implications

**Post-Test Questions:**

1. A critical element of team-based decision-making identified in this presentation was:
   1. Having physicians make the most important decisions.
   2. **Seeing all team members as equal.**
   3. Making sure every decision in the organization is decided by the entire team.
   4. All of the above.
2. **True** or False: Partner organizations can be considered members of the team.
3. Members of the team that should be included in the decision-making process can include (check all that apply):
   1. **Recovery Specialists**
   2. **Counselors**
   3. **Clients**
   4. **Counselors**
   5. **Nurses**
   6. **Administrative staff**
4. Benefits of team-based decision-making include:
   1. The team can better manage complexity of patient needs.
   2. Group members gain some expertise of others.
   3. Increased rapport among staff.
   4. **All of the above.**
5. **True** or False: Team-based decision-making can help to build the skills of all staff members.

**References:**

* Roosan, D., Law, A. V., Karim, M., & Roosan, M. (2019). Improving Team-Based Decision Making Using Data Analytics and Informatics: Protocol for a Collaborative Decision Support Design. *JMIR research protocols*, *8*(11), e16047. <https://doi.org/10.2196/16047>
* Committee on Measuring the Impact of Interprofessional Education on Collaborative Practice and Patient Outcomes, Board on Global Health, & Institute of Medicine. (2015). *Measuring the Impact of Interprofessional Education on Collaborative Practice and Patient Outcomes*. National Academies Press (US).