



## **Collaborative Learning Environment (CLE) Project**

### **Interprofessional Policy Development Guideline Process**

#### **Background**

There is an emerging push across the healthcare system that includes: government, providers, educational institutions and healthcare facilities, to address the many issues that affect the quality and access to patient care in today's healthcare environment.

The promotion of increased teamwork and collaboration among providers in organizations, both in the community and the acute setting, is an important approach being implemented to manage the many competing issues including financial costs and the numbers of healthcare providers available to improve working environments and ultimately to provide a better model to deliver a comprehensive and holistic patient care.

However, interprofessional collaboration (IPC) is not an easy task, which is why a key component to IPC is the ongoing investment of organizations and involvement of healthcare providers in post licensure interprofessional education and activities. Different from pre-licensure education, which is defined as formal learning, before being licensed to practice independently, post licensure education is defined as education that takes place during independent practice as a healthcare professional. This proposed activity will strengthen IPC and facilitate post-licensure education for the practitioners who will be involved .

#### **Overview of Activity**

The following is an activity for the Collaborative Learning Environment (CLE) project. It is anticipated that the process for developing Interprofessional Policies (IP) in shared-care practice context will provide an opportunity for practitioners who share care in a collaborative

team to enhance their IP competencies to meet the needs of their patient populations in a more effective and evidenced -informed manner.

This process will have a corresponding timeline for the completion of the activity and will be facilitated by a member(s) of the CLE Implementation Group.

## **Process for Activity**

**Meeting 1:** The Collaborative Learning Environment / Interprofessional (CLE/IP) team chooses a clinical policy to be addressed that is of shared concern or identifies an area that requires the development of a new IP policy to support /strengthen IP clinical shared-care. CLE/IP team members from each profession represented will independently complete the IP Policy Initiation Document (IP/PID) -received and reviewed with facilitator at the first meeting.

NB: Achieving team consensus regarding the policy area and specific policy to be revised/or created should be given priority in initiating the IP policy development process.

**Meeting 2 and 3:** Individual IP/PID's will be presented to the full team and discussed. Among other things, the completion of the initiation document includes preparation of a brief position statement that identifies the key issues that an 'ideal' IP policy would include/address/revise. Completion of the document also includes giving a brief indication of the assumptions, principles, and evidence-informed underlying the position presented.

Discussion of the PID will include unique and individual perspectives regarding the ideal IP Policy. The purpose of this step is not to reach consensus on how to reconcile differences identified between the positions presented, rather the goal is for all team members to gain an informed understanding of each of the profession's position.

**Meeting 4 and 5:** Over the next 2 meetings, and based on the discussion in meetings 2 and 3, the CLE/IP team members produce an IP draft policy in which they attempt to address/respond to the differences of perspective/position that were identified. The draft policy and rationale is

circulated to all members of the team for consideration in preparation for subsequent meetings.

**Meeting 6:** In this session, each represented profession reviews and responds to the draft policy evaluating its strengths and weakness; this is done with an eye to full IP inclusion and evidence. Once the review is complete, a rationale for further revisions is made if necessary. Before Meeting 7, a copy of the final draft with these revisions is produced and circulated to all CLE/IP Team members.

**Meeting 7:** CLE/IP team meets for discussion of final draft of IP Policy. The Team approves the IP Policy and agrees to adoption of IP Policy (or to further revisions and repetition of Meetings 4 and 5 until a consensually agreed upon IP Policy has been finalized). A plan for implementation of the new IP Policy is developed at this or a subsequent meeting.

**Meeting 8:** The CLE/IP team meets to create an implementation action plan for the approved IP Policy. The team designates a team member to manage and monitor implementation activity.

---