Measuring Learning Environment & Humanistic Culture in Dental Schools

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My Role in This Workshop

Discuss Assessment Best Practices
Help Schools Assess Readiness
Relate to CODA 2013 Standards

Topics

• 2013 CODA must statements; 1-3, 1-4 & others
• Assessment of learning environment
• Assessment of humanistic culture
• Assessing students’ competency; std 2-16
  – Qualitative assessment
  – Quantitative assessment
  – Observation-based assessment (professional judgment)
  – Self-Assessment / self-report
**Key 2013 Standards for Learning Environment & Humanistic Culture**

<table>
<thead>
<tr>
<th>Standard</th>
<th>Synopsis</th>
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<tbody>
<tr>
<td>1-3</td>
<td>Stated commitment to humanistic culture &amp; learning environment that is regularly evaluated</td>
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<tr>
<td>1-4</td>
<td>Policy &amp; practices to achieve diversity among students, faculty &amp; staff Process to improve institutional climate for diversity</td>
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<tr>
<td>2-16</td>
<td>Students demonstrate competency to manage diverse patients in multicultural environment Have interpersonal &amp; communication skills for success in multicultural work environment</td>
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<tr>
<td>2-25</td>
<td>Provide community service learning</td>
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<tr>
<td>4-4</td>
<td>Recruit diverse student population</td>
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**Appraisal of Learning Environment**
Jan 2012 Search: 66 instruments; 34 germane to HPE

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**Learning Environment Assessments Developed for Dental School**

- **DSLES** (Dental School Learning Environment Survey)
- **DREEM** (Dundee Ready Education Environment Measure)
- **DES** (Dental Environmental Stress Questionnaire)
- **Clinical Ed IQ** (Clinical Education Instructional Quality)
- **CSWOT** (Curriculum Strengths, Weaknesses, Opportunities & Threats)

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**DSLES**
**Dental School Learning Environment Survey**
55 Likert-Scale Items; 25 minutes
7 Subscales:
- Emotional climate
- Flexibility
- Fostering breadth of interest
- Meaningful learning experience
- Organization
- Student interaction
- Supportiveness


**DREEM**
**Dundee Ready Education Environment Measure**
50 items; 5 sub-scales:
- Perceptions of learning
- Teachers
- Atmosphere
- Academic self-perception
- Social self-perception

Widely used; many citations

**DES**
**Dental Environmental Stress Questionnaire**
38 items specific to dental education
- Academic performance
- Relationships with faculty
- Patient & clinic responsibilities
- Personal life issues
- Professional identity
- Financial obligations

Clinical Ed IQ
Clinical Education Instructional Quality


54 Likert-Scale Items; 2 open-ended essay; 25 minutes

5 Subscales:
• Environment for learning
• Specific learning activities
• Student & instructor interaction
• Collaborative environment
• Overall strengths & limitations


C-SWOT
Curriculum Strengths, Weaknesses, Opportunities and Threats

Open-ended essay questions; time: variable

Variation: “SWIPE”
• Strong
• Weak
• Irritating
• Proposals for enhancement
• Environmental Essay


Longitudinal Assessment
“Putting It All Together” Learning Environment Assessment

School Surveys


Focus Groups

Standardized Instruments

End-of-Year Surveys Senior Exit Survey

DREEM ClinEd IQ

Other Learning Environment Data & Best Practices for 2013 Std 1-3 & 2-7

- Students’ course evals
- Faculty review of courses
- Senior exit interviews
- Alumni survey
- Course liaison system & debriefings
- Class officer meetings
- Students on committees
- Dynamic advisor system

- Student - Faculty Relations Committee
- Ombudsman Process

How can dental schools respond to student issues systematically?

Triage protocol & faculty training for:
- indicators of depression or dysfunctional stress response,
- harmful disposition,
- impairment-driven behavior,
- aggressive incidents,
- disruptive behaviors
**S O A P System (Triage)**

- **Subjective:** Impressions of situation
- **Objective:** What are the facts?
- **Assessment:** Problem list
- **Plans:** Interventions


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**Stated & Consistent Remediation Policies & Practices; Stds 2-2 & 4-6**

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**Level Playing Field?**

![Primitive Spelling Bee]

Cave... C-A-V-E... cave.

Oh sure, I'll probably get *Australopithecus*.
CULTURAL COMPETENCE in health care describes the ability of systems to provide care to patients with diverse values, beliefs and behaviors, including tailored delivery to meet patient’s social, cultural and linguistic needs.  
(Betancourt, Green, et al., 2002)

HRSA ADVISORY COMMITTEE ON TRAINING IN PRIMARY CARE MEDICINE AND DENTISTRY. TRAINING CULTURALLY COMPETENT PRIMARY CARE PROFESSIONALS TO PROVIDE HIGH QUALITY HEALTHCARE FOR ALL AMERICANS. 2003.

Auditing Institutional Cultural Competency

Conducting a Cultural Competence Self Assessment
SUNY Downstate Medical Center
Beth Israel Deaconess Medical Center
Massachusetts Institute of Technology
Public Health Foundation
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Assessing Students’ Competency for Multi-Cultural Health Care

Assessment by inference
Assessment based on observed performance


**Qualitative Assessment**

- Case presentations – multicultural care
- Portfolios – CSL projects & diverse patient care
- Dilemma analysis essays
- Reflection journals
- Debriefing seminars

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**Quantitative Assessment**

Buyer Beware: Many Instruments; Few Validated

- **Providers Guide to Quality & Culture Quiz**
  HRSA; 23 items; assess CC knowledge
- **Cultural Competence of Health Practitioners’ Assessment**
  HRSA / National Center for Cultural Competence
  Assess cross-cultural communication & decisions
- **Home-grown CC tests – be careful!**


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**Checklists & Evaluation Suggestions:**

*Cultural Competency in Medical Education: A Guidebook for Schools.*

HRSA. 2004

www.HRSA.Gov
**Cultural Competency OSCE Resources**


- **Objective** - candidates are assessed with the same stations
- **Structured** – stations have specific tasks.
- **Clinical Exam** – candidates apply knowledge & skills to important tasks


**Self-Assessment Inventories**

**Buyer Beware: Many Instruments; Few Validated**

- **Example:** Clinical Cultural Competency Questionnaire
- Accuracy of self-appraisal / report?
- Untested psychometric properties
- **May be useful as learning activity**


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**Readiness Worksheet**

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**Triple Jump**