Example Targeted Outcomes

The following are examples of Targeted Outcomes generated during the workshop. They are not intended to be exact models; they illustrate the process of developing quality outcomes. Each faculty should develop meaningful outcomes specific to career goals and unit responsibilities.
TARGETED OUTCOMES WORKSHEET

State a Long-Term Goal (from Career Development Plan if you have one)
OR state a division/department goal that you will be working on in 2015-16.

Continue to grow expertise in the impact of fluoroscopic technical parameters on diagnostic accuracy and radiation exposure. This will be operationalized by progress on ROI, manuscript submissions, and development of an ROI renewal.

Draft a targeted outcome based on your goal.

Circle Category:  Teaching/Instruction  Scholarship  External Funding
Clinical/Professional Practice  Administration  Service
Other Professional Development

OUTCOME

GOAL: Disseminate research findings on the radiation exposure associated with clinical MBSS.

METHOD TO ACHIEVE: Collect and analyze data and write and submit a manuscript.

WHAT DETERMINES THE FOLLOWING RATINGS

Satisfactory: Manuscript submitted.

Very Good: Manuscript in accepted process/in revision with minor changes.

Outstanding: 2 or more manuscripts accepted.

Criteria:

Is it measurable?
Does the metric for “outstanding” challenge you?
Does it relate to your long-term professional goal or unit (college/department/division) goal?
TARGETED OUTCOMES WORKSHEET

State a Long-Term Goal (from Career Development Plan if you have one)
OR state a division/department goal that you will be working on in 2015-16.

Contribute to the improvement of post-stroke gait rehabilitation

Draft a targeted outcome based on your goal.

Circle Category:  Teaching/Instruction  Scholarship  External Funding
                Clinical/Professional Practice  Administration  Service
                Other Professional Development

OUTCOME

GOAL:  Become established as an independent investigator in the field of post-stroke gait rehabilitation.

METHOD TO ACHIEVE:  Acquire national-level funding as principal investigator on a post-stroke gait rehabilitation research grant.

WHAT DETERMINES THE FOLLOWING RATINGS

Satisfactory:  Submit an R01 as principal investigator on this topic.

Very Good:  Have the R01 scored.

Outstanding:  Be awarded an R01.

Criteria:

Is it measurable?  Yes
Does the metric for “outstanding” challenge you?  Yes
Does it relate to your long-term professional goal or unit (college/department/division) goal?  Yes
TARGETED OUTCOMES WORKSHEET

State a Long-Term Goal (from Career Development Plan if you have one)
OR state a division/department goal that you will be working on in 2015-16.

1) Address integration of research, clinical practice and policy; optimizing health of populations
2) Obtain funding for further development of assessment tool for children with medical complexity

Draft a targeted outcome based on your goal.

Circle Category: Teaching/Instruction Scholarship External Funding
Clinical/Professional Practice Administration Service
Other Professional Development

OUTCOME

GOAL: By June 2016, pilot date and specific aims for NINR’s Arts-Based Approaches in Palliative Care for Symptom Management will be complete.

METHOD TO ACHIEVE: 1) Complete current pilot data analyses 2) Collect physiological/biological pilot data and analyze 3) Write, write, write, re-write, re-write, re-write 4) Develop strong mentorship for grant

**Not necessarily correct order for these bullets

WHAT DETERMINES THE FOLLOWING RATINGS

Satisfactory: Pilot data complete. Specific aims created but not finalized.

Very Good: Pilot data and specific aims created and approved by team and mentors.

Outstanding: Grant submitted.

Criteria:

Is it measurable? yes
Does the metric for “outstanding” challenge you? yes
Does it relate to your long-term professional goal or unit (college/department/division) goal? yes
TARGETED OUTCOMES WORKSHEET

State a Long-Term Goal (from Career Development Plan if you have one)
OR state a division/department goal that you will be working on in 2015-16.

1) Create educational opportunity to address changing needs of students
2) Improve student learning (less memorization) during pediatric instruction
3) Publish manuscript related to educational research

Draft a targeted outcome based on your goal.

Circle Category:  Teaching/Instruction      Scholarship      External Funding
                   Clinical/Professional Practice Administration Service
                   Other Professional Development

OUTCOME

GOAL: During 2016 Pediatric course, I will instruct using large group case/problem based learning strategies 3 times over the semester.

METHOD TO ACHIEVE: Develop, implement, measure large group case/problem based learning strategy (lesson plan, assessment)

WHAT DETERMINES THE FOLLOWING RATINGS

Satisfactory: Complete 2 large group case/problem based learning sessions with no overall change in final comprehensive exam scores compared to 2015 scores.

Very Good: Complete 3 large group case/problem based learning sessions with no overall change in final comprehensive exam scores compared to 2015 scores.

Outstanding: Complete 3 large group case/problem based learning sessions with increase in final comprehensive exam scores compared to 2015 scores.

Criteria:

Is it measurable? yes
Does the metric for “outstanding” challenge you? yes
Does it relate to your long-term professional goal or unit (college/department/division) goal? yes
TARGETED OUTCOMES WORKSHEET

State a Long-Term Goal (from Career Development Plan if you have one) OR state a division/department goal that you will be working on in 2015-16.

Develop a sustainable research program regarding the examination, classification, and rehabilitative management for musculoskeletal disorders.

Draft a targeted outcome based on your goal.

Circle Category:  
Teaching/Instruction  Scholarship  External Funding
Clinical/Professional Practice  Administration  Service
Other Professional Development

OUTCOME
GOAL:  
Develop initial infrastructure and teams to begin data collection for 5 year lower back pain study.

METHOD TO ACHIEVE:
Partner with Kit Simpson and Howard Evert to 1) develop participant identification, collect entrance and outcome measurement tool through EPIC system 2) develop systems and procedures for collection of data sets 3) train clinical partners in internal medicine in study procedures 4) IRB approval.

Solicit and train physical therapists to implement study protocol.

Develop continued compliance plan and implement upon IRB approval.

WHAT DETERMINES THE FOLLOWING RATINGS

Satisfactory:  IRB approval, work on EPIC system complete by February 2, 2016

Very Good:  Recruitment and training complete for all physical therapy providers for the study

Outstanding:  All requirements for beginning the study in place by June 1, 2016

Criteria:  
Is it measurable?  
Does the metric for “outstanding” challenge you?  
Does it relate to your long-term professional goal or unit (college/department/division) goal?
TARGETED OUTCOMES WORKSHEET

State a Long-Term Goal (from Career Development Plan if you have one)
OR state a division/department goal that you will be working on in 2015-16.

Integrate classroom, research and clinical skill to enhance clinical reasoning with patient’s with musculoskeletal dysfunctions in physical therapy students.

Draft a targeted outcome based on your goal.

Circle Category: Teaching/Instruction    Scholarship    External Funding
Clinical/Professional Practice    Administration    Service
Other Professional Development

OUTCOME

GOAL: Integrate clinical reasoning with patient care at CARES PT/OT clinic.

METHOD TO ACHIEVE:
Assignment based on the published HOAC II clinical reasoning model for the chart review and treatment planning for the patient encounter at CARES PT/OT clinic.

WHAT DETERMINES THE FOLLOWING RATINGS

Satisfactory: Implementation of clinical reasoning assignment with + student perceptions as evaluated through course review clicker quiz.

Very Good: Including the above: Evaluated through either clinician volunteers reports/surveys or the SACRR

Outstanding: Including the above: Assist other faculty in initiating a similar assignment related to clinical reasoning in other practice areas with + perceptions from students and faculty.

Criteria:

Is it measurable?
Does the metric for “outstanding” challenge you?
Does it relate to your long-term professional goal or unit (college/department/division) goal?
TARGETED OUTCOMES WORKSHEET

State a Long-Term Goal (from Career Development Plan if you have one)
OR state a division/department goal that you will be working on in 2015-16.
Enhance student exposure to patient treatment, by physical therapists, in the ICU setting.

Draft a targeted outcome based on your goal.

Circle Category: Teaching/Instruction    Scholarship    External Funding
Clinical/Professional Practice    Administration    Service
Other Professional Development

OUTCOME
GOAL: Pilot a 2-part ICU clinical experience as part of the Cardiopulmonary Physical Therapy (PT 727) course.

METHOD TO ACHIEVE:
With assistance from select MUSC in-patient physical therapists, students enrolled in the cardiopulmonary PT course will have the opportunity to:
1. Summer semester - Complete an orientation experience in the ICU setting that that will serve as an introduction to the ICU environment (common equipment, monitors, alarms, hemodynamic measurements, etc.).
2. Fall semester – Observe/assist in an actual patient treatment session in the ICU.

WHAT DETERMINES THE FOLLOWING RATINGS

Satisfactory: Complete the summer and fall pilot sessions with 100% student participation.

Very Good: Conduct survey to assess overall student satisfaction and perceived value of the 2-part ICU experience.

Outstanding: Survey results indicative of a high level of satisfaction and perceived value (> 75% of students reporting that they “agree” or “strongly agree”) associated with the 2-part experience.

Criteria:

Is it measurable?
Does the metric for “outstanding” challenge you?
Does it relate to your long-term professional goal or unit (college/department/division) goal?
TARGETED OUTCOMES WORKSHEET

State a Long-Term Goal (from Career Development Plan if you have one)
OR state a division/department goal that you will be working on in 2015-16.

Provide effective leadership in advancing the College’s and University’s diversity and inclusion efforts.

Draft a targeted outcome based on your goal.

Circle Category:  
Teaching/Instruction  Scholarship  External Funding  
Clinical/Professional Practice  Administration  Service  
Other Professional Development

OUTCOME GOAL:  
Provide effective leadership in increasing the number of under-represented students within the College.

METHOD TO ACHIEVE:  
Chair or lead College’s Diversity Committee. Serve as liaison or facilitator with Division Directors to develop strategies to increase diversity in students.

WHAT DETERMINES THE FOLLOWING RATINGS

Satisfactory: Establish task force to develop strategies that are known to be effective and implement at least one strategy and evaluate its effectiveness within one division.

Very Good: Establish task force to develop strategies that are known to be effective and implement at least one strategy and evaluate its effectiveness within two or more divisions.

Outstanding: Present strategies to other colleges as a way to promote best practices.

Criteria:

Is it measurable?  
Does the metric for “outstanding” challenge you?  
Does it relate to your long-term professional goal or unit (college/department/division) goal?
TARGETED OUTCOMES WORKSHEET

State a Long-Term Goal (from Career Development Plan if you have one)
OR state a division/department goal that you will be working on in 2015-16.

Draft a targeted outcome based on your goal.

Circle Category: Teaching/Instruction Scholarship External Funding
Clinical/Professional Practice Administration Service
Other Professional Development

OUTCOME
GOAL: Revise/Further develop Summative Evaluation for clinical year students which meets ARC-PA and program standards.

METHOD TO ACHIEVE: Evaluate and update as indicated the CO 2014 MCQ and Clinical Stations exams, create professionalism assessment in MCQ format and OSLE, update and implement OSCEs with facilitation of new prerequisite OSCE simulation.

WHAT DETERMINES THE FOLLOWING RATINGS

Satisfactory: Complete and administer new versions of MCQ and Clinical Stations exams which demonstrate updated evidenced based medicine, improved rigor (P value values closer to ideal level 0.62), and mapping to PANCE composition blueprint, complete and administer new professionalism MCQ and rubric within OSCE, design/facilitate OSCE simulation during call-back prior to Summative OSCE, and design/facilitate summative OSCE.

Very Good: MCQ and Clinical Stations achieve improved rigor per ExamSoft item/exam analysis, student feedback from post-OSCE simulations survey shows >90% combined valuable or extremely valuable rating, and CCC confirms professionalism MCQ and rubric demonstrated evaluation of student professionalism meets ARC-PA and program standards. ExamSoft measures to include incremental improvement in P value, point biserial, and KR-20.

Outstanding: No citations from ARC-PA per their review of program’s SSR.

Criteria:

Is it measurable?
Does the metric for “outstanding” challenge you?
Does it relate to your long-term professional goal or unit (college/department/division) goal?