



# The Interprofessional Team Functioning Survey

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# + Project Beginnings



- Group of professors at Laurentian University with a common interest in interprofessional care in the community, specifically the nature of team work.
- Research question arose:
  - “What factors affect interprofessional team work in primary health care settings?”

# + Literature Review



- demonstrated that the majority of information about IPC was from the acute care sector
- Lit review along with lived experience led to identification of themes related to IPC

# + Themes Identified in Literature

- Factors Affecting Interprofessional Team Functioning (ITF)
- Perceptions of the Impact of ITF
- Communication and ITF
- Discipline Partnership in ITF





# Search for Appropriate Tool



- Most tools were either too specific; eg. Looking at collaboration between two providers OR
- Unavailable OR
- Prohibitively expensive; eg. Team Climate Survey OR
- Were not appropriate to our research questions

# + Survey Development



- The research team developed questions based on the literature review including the themes that we had identified and our lived experience
- Initial survey included 42, 5- point Likert-Style questions with three open-ended questions at the end

# + Finalization of the Survey Tool



- Pilot of initial survey to 5 community health care providers to ensure content and face validity
- Research team revisited survey tool to revise according to expert panel feedback

# + Philosophical Underpinnings



- Way, Jones, and Baskerville's (2001) model "Seven Essential Elements for Collaboration"
- Although interprofessionalism is a concept separate from collaboration, the model addresses the relationships and interactions that are foundational to teamwork including cooperation, assertiveness, coordination, communication, responsibility, autonomy, mutual trust and respect.





- The Interprofessional Team Functioning Survey was born!

# + Testing the ITFS

- Survey sent electronically to a contact at CHCs, FHTs, Public Health Units, AHACs and more
- Sample obtained by “snowball” technique
- 199 responses (192 were appropriate for analysis)
- all LHINs, a variety of community settings, and members of 9 different professions
- Article submitted for publication



# + Psychometric Testing of the ITFS

- The research team was given the opportunity to perform psychometric testing of the ITFS through a grant from the Primary Health Care System Program
- The process included:
  - Reliability testing
  - Factor analysis
  - Validity



# + Validity



- Two focus groups at two different primary health care agencies in Sudbury
- Total of 21 participants representing 7 different disciplines
- Confirmation of the overarching issues related to interprofessional team functioning
- Expansion of the definition of 'Interprofessional Team'
- Some suggestions for formatting change

# + Reliability



- Total Survey Reliability:  $\alpha$  0.806
- Total Survey Split Halves Reliability
- Reliability of research-identified domains ranged from  $\alpha$  0.633 to  $\alpha$  0.804

# + Factor Analysis



- Three dominant factors
  - Team Structures and Organizational Systems
  - Tasks and Outcomes
  - Communication and Team Meetings
- A number of questions were strongly identified across two factors
- Several questions did not fit any factors

# + Revision of the ITFS



- Reworked questions that spanned two or more factors
- Removed questions that did not fit any factors
- Reviewed to ensure that all overarching issues were covered
- Revised survey is 31 questions with only 2 open-ended questions

# + Re-testing for Reliability



- Revised ITFS offered to NPs at the recent Nurse Practitioners' Association of Ontario conference in Toronto Nov 4-6, 2010
- 101 participants; 22% responses rate
- Detailed responses to open-ended questions





- Total Reliability:  $\alpha$  0.903
  
- Split Half Reliability
  - $\alpha$  0.864
  - $\alpha$  0.800
  
- Factor Analysis
  - Three distinct factors for 24 questions
  - Potential for revision for additional 6



# + Next Steps...



- Scoring system for the survey:
  - Multifactorial survey, so mean scores will be used for each question and/or similar questions
- Design a “Tool Kit” to be used by interprofessional teams to assist them in addressing areas of concern
- Promote use of reliable and valid ITFS to groups such as AOHC, FHTs, NP- Led Clinics etc.

# + Advantages of the ITFS



Thoroughly tested for validity and reliability

- The survey addresses not only the participants' perceptions about their work on interprofessional teams, but addresses areas with practical focus (eg. Creation of organizational policies that promote the interprofessional team approach to care)
- Specifically designed for teams in primary health care

# + Discussion of Participant Responses

- Results from ITFS, version 1
  - Generally positive about IPT
    - Strong support for IPT
    - Majority felt they had appropriate time to work on IPTs
    - IPT better for patient outcomes
  - Some less favourable responses centered around
    - Competition
    - Leadership is dominated by one profession
    - Lack of education to support ITF



# + More Participant Discussion



- Survey results from both surveys:
  - Open-Ended Questions support answers to Likert questions
  - “The leadership on my interprofessional team is dominated by one profession”
- Major Barriers to Interprofessional Team Functioning
  - Governance Structure of Organization
  - Administrative Control over Clinic Functioning

# + Potential for Health Policy

- Assumed the interprofessional teams that function at their best will deliver optimal patient care
- ITFS has the potential to determine areas for improvement in team functioning.
- May be used to inform MOHLTC expectations for interprofessional teams in the health care sector, for educational initiatives, for organizational policies, governance structure and more



# + Questions...



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