Evaluation of an electronic self assessment tool for student and graduate professionals

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...on behalf of the group...
Funding

• The ALPS-CETL 2005 -2010 HEFCE funded
• Yorks and Humber Strategic Health Authority, gave ‘follow on’ Funding for networks to develop ALPS outputs
• CiPA Self Assessment Tool was one of these network projects.

www.alps-cetl.ac.uk
Context

- ALPS explored ways to ensure undergraduate Health and Social Care students are equipped to perform confidently and competently at the start of their professional careers.
- It developed inter-professional, practice oriented learning and assessment artefacts
- Used mobile devices for students in practice
- See presentation; Gareth Frith, later today.
• Competency in Practice Assessment Tool (1)
  A validated research instrument to measure confidence in practice, used in a longitudinal study

• Competency in Practice Assessment Tool (2)
  An on line self assessment tool for students, tutors/mentors and qualified professionals

http://www.alps-cetl.ac.uk/cipa.html
Methodology

Collaboration:

• Health and social care students, Computing students, Learning technologist, Health and social care academics.
• 2 universities
• Workshops, student discussion, software development
Some of the people involved
The CiPA Tool

ALPS Competency in Practice Assessment (CiPA) Tool

The CiPA Tool
Simply click and away you go, it just takes 5 - 10 minutes to complete and feedback is returned to you in the form of a PDF file. The only step of your responses to the questions and the feedback you receive is retained in this file, so the contents are confidential for you to use as you wish. There is an information sheet to support the CiPA tool (Information sheet), an action plan (Action Plan word document) and links to web resources. (Web Resources) to accompany the feedback to the tool.

Take the Assessment

About the Tool
The Competency in Practice Assessment Tool (CiPA) was developed as a research instrument by the Centre for Excellence in Teaching and Learning called Assessment and Learning in Practice Settings (www.alps-cell.ac.uk).

The research instrument has now been developed into a self-assessment tool that can be completed at any stage by students or newly qualified professionals to help them assess their preparedness for practice. (Powerpoint Presentation)

Latest News
The CiPA Project is visiting the Greenwich Conference on July 19th to present the use of the CiPA tool and initial evaluation of its use.

We are now looking for your feedback to help us improve the Competency in Practice Assessment Tool. Please take 5 minutes to take our Evaluation Survey.

The CiPA assessment tool is one of the developments that will be showcased in a Strategic Health Authority event on the 7th December.

See more News...

Resources
Self Assessment Framework
Information sheet
Action Plan word document
Web Resources
Archive
Visit the Archive

Contact
If you would be interested in knowing more about CiPA or have feedback to give then Julie Leitch and Janet Hargreaves would be happy to discuss this with you:

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j.hargreaves@ncl.ac.uk

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ALPS Competency in Practice Assessment (CiPA) Tool
Privacy Policy
## The CiPA Tool

**ALPS Competency in Practice Assessment (CiPA) Tool**

<table>
<thead>
<tr>
<th>Name</th>
<th>Date</th>
<th>Where are you at in your career? E.g. Pre-qualifying Years, Post-qualifying Years</th>
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<tbody>
<tr>
<td>Duane Laverick</td>
<td>09/06/2012</td>
<td>Undergraduate</td>
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**Instruction**

For each statement listed, please indicate on the scale given below how prepared you feel in the following skills and knowledge to practice as an entry level professional.

Please Note: You need to click a rating or N/A for all the questions otherwise the feedback will not output.

**Scale**

0 = Not at all prepared  
1 = Somewhat prepared  
2 = Adequately prepared  
3 = Well prepared  
4 = Extremely well prepared

If you feel any of the items do not apply to your profession please select N/A.

**Please think about the way your course has prepared you with the following skills with service users e.g. patients, clients or families. Please rate how prepared you feel in your ability to...**

<table>
<thead>
<tr>
<th>N/A</th>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
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<tbody>
<tr>
<td>Use verbal communication skills</td>
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<td>Use active listening skills</td>
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<td>Use and observe non-verbal forms of communication</td>
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<tr>
<td>Identify barriers to communication</td>
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<tr>
<td>Deal with barriers to communication effectively</td>
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<td>Be empathic when dealing with others</td>
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<tr>
<td>Deal with conflict and negotiate differences</td>
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<td>Maintain professional boundaries</td>
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<tr>
<td>Deal with cultural issues</td>
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</table>
ALPS Competency in Practice Assessment (CIPA) Tool

- Name: Duane Laverick
- Date: 19/06/2012
- Where are you at in your career: Undergraduate

Thank you for completing this self-assessment; your feedback includes: A summary and reflections on your numerical scores; specific feedback for each score.

We are now looking for your feedback to help us improve the Competency in Practice Assessment Tool. Please take 5 minutes to take our Evaluation Survey at http://www.survey.bris.ac.uk/hud/cipa-survey

Table of Contents for Assessment Output
- Summary of Ratings
- Action Plan
- Summary of Questions and Feedback
- Further comments

Summary and reflections on your numerical scores

The 32 questions allow you to self-assess your communication, team working and professional skills. These are really essential, core abilities: every day in a professional role you need to communicate effectively and to work as part of a team. You also need confidence in yourself and the confidence others; people you are responsible for and colleagues. If you can get these right, you will have a solid platform from which to develop your expertise.

Your feedback below gives a score for each question (0-4), each section and overall. Have a look at your scores and reflect on what they tell you:

- Is this a consistent picture, do you recognise yourself in these scores? Are there any surprises?
- Ask yourself: Is my confidence at a level that I think is 'okay' for my stage of professional development? Would others rate me the same? More? Or less?

What support / information or personal development would help me to improve?

You can score between 0 - 128. Your overall score is: 49

Overall Feedback

A score of 32-64 suggest that in most areas you lack some confidence, and you never feel well prepared. Areas you might want to reflect on are:

This might be a reasonable response to a situation you find yourself in - a new job, a challenging placement. Seek out people who can support you to develop your confidence, and recognise that you need to develop these areas if you are going to enjoy your professional work and be an effective colleague.

Are you in training? Or a period on supervision early in your career? If so do not be afraid to talk to your peers. Others may feel the same and your lack of confidence may be a reflection on the support you are missing.

An effective practitioner will not be afraid to acknowledge areas that they need to develop and to seek support, feedback and further training.

Having completed the CIPA tool you may find it useful to write an action plan, this is included here (go to Action Plan). There is also a word version on the website (Reflection/action plan word document version). There is a strong link between CIPA and the Flying Start programme; if you have access to this there are many useful resources that may help you with action planning. Also the students who helped in the design of the CIPA feedback identified open web sources that they found helpful which can be found on the website here (Web Resources). And finally, the competency maps and assessment tools developed by ALPS all support the development of competence and confidence in practice and are open access resources for you to explore.

Finally, more information and contact details can be found on the website: http://cipa.brad.ac.uk/
Message in a Bottle?

- National & international dissemination

But..

- **Who** is using it?
- **Why** are they using it?
- Is it **helpful**?
Evaluation Strategy

• Ethical approval
• BOS survey – linked directly to the tool
• Who? Why? Thoughts?
• Promoted across ALPS partners
• Disseminated at conference & events
• Linked to NHS ‘preceptorship’
• Talked to students
Profession

Audiologist
Dietician
Nurse
Occupational Therapist
Podiatrist
Career Stage

Student
New Qualified Professional
Supervisor/Mentor/Preceptor
Experience Professional
Reason

Personal Development
Personal Supervision/Support
CV/Career Development
Personal Portfolio
For Another Person
Ease of Use

- Strongly Disagree
- Agree
- Strongly agree
Useful to Professional Practice

Strongly agree
Agree
Strongly disagree
Not applicable
Methods..
• Paid student collaboration is unconditionally positive
• Build evaluation into the software?

Response ...
• If you don’t ask you will never know

Evaluation...
• There is a need for support of this kind
Resources

http://www.alps-cetl.ac.uk
http://cipa.hud.ac.uk/

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