

Domain 7: Systems-Based Practice

Sub-competency	Progression Indicators (Observable Behaviors)	
	Developing	Developed (Competent)
7.1 Apply knowledge of systems to work effectively across the continuum of care.		
7.1e Participate in organizational strategic planning.	<p>Describe the elements of organizational SWOT (strengths, weaknesses, opportunities, and threats) analysis.</p> <p>Analyze data and trends relevant to strategic goals within a healthcare organization and summarize findings, linking them to potential strategic initiatives.</p>	<p>Develop and present a strategic plan proposal based on a SWOT analysis, addressing a specific organizational priority using evidence-based practices.</p> <p>Evaluate the alignment between a healthcare organization's strategic goals and its mission, vision, and values while identifying opportunities for improvement.</p> <p>Collaborate with interdisciplinary team members to develop evidence-based strategies to achieve organizational goals.</p>
7.1f Participate in system-wide initiatives that improve care delivery and/or outcomes.	<p>Collaborate with an interdisciplinary team to identify barriers and propose evidence-based solutions for system improvements.</p> <p>Contribute to designing or evaluating system-wide initiatives to improve care delivery or patient outcomes.</p>	<p>Assess the impact of system-wide initiatives on patient outcomes and organizational performance.</p> <p>Communicate the outcomes of system-wide initiatives to stakeholders, emphasizing their impact on care quality.</p> <p>Integrate evidence-based practices into system-wide initiatives to ensure alignment with organizational goals and standards of care.</p>

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<p>7.1g Analyze system-wide processes to optimize outcomes.</p>	<p>Utilize data analytics to assess the effectiveness of system-wide processes in patient care and organizational performance.</p> <p>Propose evidence-based strategies to enhance the efficiency and effectiveness of system-wide processes.</p>	<p>Conduct a comprehensive analysis of a system-wide process to identify gaps and recommend optimization strategies.</p> <p>Evaluate the impact of implemented changes on system-wide processes, patient outcomes, and organizational performance.</p> <p>Collaborate with interdisciplinary team members to implement improved system-wide processes, ensuring alignment with evidence-based practices and optimizing outcomes.</p>
<p>7.1h Design policies to impact health equity and structural racism within systems, communities, and populations.</p>	<p>Analyze institutional, state, and federal policies for their impact on health equity.</p>	<p>Develop policy proposals aimed at eliminating structural barriers and improving equitable healthcare delivery.</p> <p>Present policy proposals to stakeholders to advocate for systemic change.</p> <p>Engage in policymaking at the organizational or governmental level to promote health equity and social justice in healthcare.</p>
<p>7.2 Incorporate consideration of cost-effectiveness of care.</p>		
<p>7.2g Analyze relevant internal and external factors that drive healthcare costs and reimbursement.</p>	<p>Examine key internal factors that impact healthcare costs.</p> <p>Identify external cost drivers and explain how they influence healthcare costs and reimbursement.</p> <p>Examine the interplay between cost drivers and reimbursement models.</p>	<p>Synthesize data from organizational reports or policy analyses to assess the influence of internal and external factors on financial outcomes and healthcare quality.</p> <p>Apply knowledge of cost drivers to advocate for strategies that improve efficiency and reimbursement rates while maintaining quality healthcare.</p>

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<p>7.2h Design practices that enhance value, access, quality, and cost-effectiveness.</p>	<p>Explore evidence-based practices that improve healthcare quality and patient outcomes while addressing cost considerations.</p> <p>Identify barriers to access and equity within healthcare systems and consider potential solutions.</p> <p>Propose strategies to enhance value and cost-effectiveness.</p>	<p>Adopt care models, workflows, or processes that prioritize value, quality, and efficiency through evidence-based approaches.</p> <p>Prioritize interventions supported by research and best practices.</p> <p>Evaluate, redesign, and refine practices to improve cost-effectiveness and care quality.</p>
<p>7.2i Advocate for healthcare economic policies and regulations to enhance value, quality, and cost effectiveness.</p>	<p>Identify key healthcare policies and regulations that impact cost, quality, and value in healthcare delivery.</p> <p>Explore advocacy strategies and participate in discussions regarding economic policy changes.</p>	<p>Advocate for policy changes that align with evidence-based practices and improve cost-effectiveness and value in care delivery.</p> <p>Engage with organizations and healthcare professionals to support policies that enhance quality and equity.</p> <p>Evaluate proposals addressing economic challenges within healthcare delivery systems.</p>
<p>7.2j Formulate, document, and disseminate the return on investment for improvement initiatives collaboratively with an interdisciplinary team.</p>	<p>Explore methods for calculating return on investment (ROI) using fundamental tools and metrics in quality improvement projects.</p> <p>Contribute to discussions regarding ROI and value-based care initiatives.</p> <p>Draft initial reports documenting outcomes and cost savings from small-scale improvement projects.</p>	<p>Collaborate with interdisciplinary team members to formulate comprehensive ROI analyses for improvement initiatives by integrating financial and clinical outcomes.</p> <p>Prepare reports and present findings on ROI, utilizing evidence to advocate for continued investment in high-value initiatives.</p>

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<p>7.2k Recommend system-wide strategies that improve cost- effectiveness considering structure, leadership, and workforce needs.</p>	<p>Analyze organizational structures and workforce challenges to identify opportunities for enhancing cost-effectiveness.</p> <p>Explore leadership strategies that support financial efficiency while maintaining quality standards.</p> <p>Participate in team discussions on system-level changes to optimize resource utilization and reduce costs.</p>	<p>Recommend strategies that address workforce needs and improve cost-effectiveness across healthcare systems.</p> <p>Develop proposals for system-wide changes that incorporate evidence-based practices and workforce data.</p> <p>Collaborate with interdisciplinary teams to implement initiatives that align with financial and quality improvement goals.</p>
<p>7.2l Evaluate health policies based on an ethical framework considering cost-effectiveness, health equity, and care outcomes.</p>	<p>Review health policies through an ethical lens, focusing on their impact on cost-effectiveness and patient care.</p> <p>Participate in discussions on health equity, analyzing how policies address disparities in access and outcomes.</p>	<p>Evaluate health policies for alignment with ethical principles, cost-effectiveness, and equity in care delivery.</p> <p>Develop policy recommendations that address gaps in health equity and improve patient outcomes.</p> <p>Collaborate with stakeholders to advocate for ethically sound policies that optimize care delivery.</p>
<p>7.3 Optimize system effectiveness through application of innovation and evidence-based practice.</p>		
<p>7.3e Apply innovative and evidence-based strategies focusing on system preparedness and capabilities.</p>	<p>Conduct a needs assessment to identify gaps in system preparedness and capabilities.</p> <p>Review and critique current organizational policies or protocols on emergency preparedness and system resilience using evidence-based frameworks.</p> <p>Propose initial strategies for improving system capabilities based on evidence from recent literature or guidelines.</p>	<p>Design innovative, evidence-based strategies to enhance system preparedness and capabilities in response to complex healthcare challenges.</p> <p>Integrate interdisciplinary perspectives to develop robust preparedness plans.</p> <p>Evaluate the effectiveness of preparedness interventions by analyzing outcome metrics and providing actionable feedback for improvement.</p>

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<p>7.3f Design system improvement strategies based on performance data and metrics.</p>	<p>Access and interpret organizational performance metrics.</p> <p>Analyze trends in performance data to identify opportunities for improvement.</p>	<p>Develop and present a plan for system improvements using organizational performance data and evidence-based methodologies.</p> <p>Utilize performance metrics to monitor the effectiveness of implemented strategies and modify interventions as needed.</p>
<p>7.3g Manage change to sustain system effectiveness.</p>	<p>Identify internal and external factors that influence the success of change initiatives.</p> <p>Collaborate with stakeholders to foster support for change initiatives and enhance system effectiveness using evidence-based strategies.</p> <p>Utilize change management frameworks to design interventions that enhance clinical practice.</p>	<p>Develop a comprehensive change management strategy to address system issues, ensuring alignment with organizational goals and evidence-based practices.</p> <p>Implement evaluation processes to monitor the impact of change initiatives on system effectiveness using performance data and metrics.</p> <p>Develop strategies to sustain successful changes and ensure long-term effectiveness.</p>
<p>7.3h Design system improvement strategies that address internal and external system processes and structures that perpetuate structural racism and other forms of discrimination in healthcare systems.</p>	<p>Analyze performance metrics, health outcomes data, and organizational policies to identify areas where systemic inequities, structural racism, or discrimination exist.</p> <p>Appraise literature on interventions designed to reduce disparities and discrimination within healthcare systems.</p> <p>Address identified inequities by incorporating evidence, stakeholder perspectives, and feedback to refine improvement strategies.</p>	<p>Develop a system improvement plan targeting processes and structures that perpetuate inequities in healthcare.</p> <p>Evaluate the outcomes of implemented strategies using performance metrics and patient outcome data.</p> <p>Promote a culture of continuous improvement by identifying areas for further intervention and sustaining successful initiatives through system-wide policies.</p>