|  |
| --- |
| **PCBH Clinic Leadership Competency Assessment Tool** |
| **Competency** | **Rating** 1=low 5=high  |
| **Domain 1**: Support of New Clinical Practices  |
| 1. Accurately defines role of HIP.  |  |
| 2. Develops and maintains schedule template of 30-minute visits for HIPs, with at least half designated as same-day.  |  |
| Demonstrates understanding of a population-based care approach to BH problems and anticipates impact on clinic operations.  |  |
| 4. Supports HIP access to information needed to understand population served at clinic.  |  |
| 5. Works effectively to address scheduling and charting needs related to delivery of group medical visit services.  |  |
| 6. Works effectively to address scheduling and charting related to classes and workshops provided by HIP.  |  |
| 7. Promotes use of HIP clinical measures in practice evaluation reports.  |  |
| **Domain 2**: Practice Management Skills  |
| 8. Assures optimal location of HIP in clinic (i.e., preferably in the team room with HIP use of exam rooms or consult rooms for patient visits).  |  |
|  |
| 9. Advocates for optimal staffing of HIPs.  |  |
| 10. Supports huddles that involve all team members, including HIPs.  |  |
| 11. Identifies and addresses barriers to GP and RN use of HIP on a same-day basis.  |  |
| 12. Identifies and addresses barriers to patient scheduling of future HIP appointments.  |  |
|

|  |
| --- |
| **Domain 3**: Consultation Skills  |
| 13. Develops Electronic Health Record flags for routine delivery of HIP services to targeted patient groups.  |  |
| 14. Assures HIP has the resources to research questions about evidence-based treatment and training to use resources well.  |  |
| 15. Promotes collection and dissemination of data to team concerning HIP fidelity to consultation role.  |
| **Domain 4**: Documentation Skills  |  |
| 16. Adjusts EHR to support HIP documentation of screening tool and assessment results.  |
| 17. Adjusts EHR format for after visit summary to accommodate behaviour change plan provided to patients by HIP.  |  |
|  |  |
| 18. Adjusts EHR to support care plans informed by HIP.  |
| 19. Makes changes to EHR to support referral of patients to groups, classes and workshops lead by HIP.  |  |
| 20. Works with EHR to facilitate development of registries supportive of HIP work.  |
| 21. Works with EHR to enhance team linkage with Emergency Departments and hospitals.  |  |
|  |
| 22. Works with EHR and staff to enhance communication between HIP and external specialty providers, supporting continuity in stepping up / down.  |
| **Domain 5**: Team Performance Skills  |  |
| 23. Assists with HIP assignment to one or more GP patient panels.  |
| 24. Encourages GPs to provide standing orders for delivery of HIP services to targeted patient groups.  |  |
| 25. Adjusts EHR to support PCBH pathway design and implementation.  |
| **Domain 6**: Administrative Skills  |  |
| 26. Has read a copy of PCBH program manual and appendix.  |
| 27. Knows and supports staff training from the HIP to optimize clinic response to patients presenting with urgent threats to safety.  |  |

 |