

QUALITY ENHANCEMENT PLAN TEAM LAUNCH

A strategic objective of Baylor College of Medicine is to develop core competencies and skills essential for future leaders across health- and science-related disciplines. Because today's physicians, allied health professionals, and scientists must solve complex problems collaboratively, it is essential they function competently as members of high-performing teams. Baylor's Quality Enhancement Plan (QEP), Team Launch, reflects the conviction that advances in biomedical research, and the delivery of safe, effective clinical care require professionals to create, participate in, and lead interdisciplinary teams.

Team Launch is the product of an institution-wide process involving stakeholders from across the Baylor community, who identified opportunities to enhance student learning and the learning environment at the College. Baylor students, trainees, faculty, officials and staff identified and refined the QEP topic in a process that began with a college-wide survey, continued with a series of focus groups, and included presentations to (and feedback from) the community. Ultimately, the process yielded strong consensus for "team science" and "team-based healthcare" as unifying themes for bold new learning activities that enable students to work, innovate, and discover collaboratively while developing skills that support their professional development and career success. Once the topic and direction were identified, a Development Team convened to transform the idea into a formal plan. As Team Launch emerged, the developers consistently solicited feedback and guidance from key stakeholders to ensure the QEP reflected the needs of the Baylor community.

The program objectives of Team Launch are to 1) develop student and faculty skills and knowledge related to effective teamwork practices in science, healthcare, and related fields through development, implementation and assessment of a unique sequence of three new courses and 2) provide Baylor faculty members with professional development opportunities in building teamwork skills, facilitating student team projects, and assessing student team competencies and achievements. Team Launch student learning outcomes are 1) students will perform effectively in different team roles and 2) students will organize and communicate information generated by a team in written and verbal formats.

Team Launch features three interrelated courses that will enable students to learn teamwork skills through guided practice and reflection; implement teamwork skills through an immersive team project experience; demonstrate teamwork proficiencies; and reinforce, campus-wide, teamwork as a set of valuable career skills. The first course, Launch Pad, uses problem-based, experiential learning, guided by faculty mentors, to build teamwork awareness and skills. In the second course, Team Project, students will collaboratively implement and extend their teamwork skills by working on authentic projects in areas such as biomedical commercialization, global health, or healthcare quality. The third component, Master Classes, will be comprised of presentations and workshops that reinforce the importance of teamwork across the College.

To ensure success, Team Launch includes a comprehensive assessment plan. The program will be evaluated, both formatively and summatively, to assess progress toward meeting program objectives, the level to which each course achieves established student learning outcomes, and the overall value of the experiences to the students. Assessment data will guide continuous quality improvement for all aspects of Team Launch development, implementation, and evaluation.

The new experiences provided by Team Launch support the institutional mission, values, and strategic plan and offer novel learning opportunities not previously available to Baylor students. Team Launch will ensure that Baylor graduates are well prepared and equipped with the tools needed to access careers of their choosing in important, often emerging, biomedical fields. Team Launch also will contribute to an academic and institutional culture that values teamwork, the contributions of each team member, and training in teamwork skills.