Assessment Adoption/Adaptation for Simulation

1. CREATE ASSESSMENT PLAN
   -Develop learning objectives for all targeted domains (e.g. cognitive, psychomotor, affective, interpersonal/communication)
   Notable: Learning objectives should cover different levels to ensure full ranges of ability
   -Align learning objectives with assessment plan (formative, summative) and observable measures. (See *Handout-Assessment Plan template*)
   -Determine training/assessment practically align with resources available (time, raters, technology, administration)

2. FIND EXISTING TOOLS
   -See Handout-Resources

3. EVALUATE TOOL(S)
   -Review Existing tools for alignment with learning objectives, assessment plan
   - Review literature for a) Validity evidence, broad value, local value
   -Following faculty focus group review, remove, add, revise tool items, as needed

4. FINALIZE TOOL ITEMS AND METRICS
   -Have education/assessment specialist (e.g. Bekalu) review for clarity/discrete items
   -Have simulation specialist review to ensure items align with available resources (equipment/simulators)
   - Final Review with "External faculty instructors
      a) Using cognitive task process, write every step required to perform procedure correctly (make a list). Don't worry, the list may have far too many items.
      b) Using a Content validity form (See sample *Content validity form* document), list every item.
      c) Disseminate document to a minimum of 5 experts who are experienced in the procedure. Ask them to complete the form.
      d) Collect and review forms. Remove items per general rule:
         -Items with mean score < 2.5), simply remove.
         -Items with mean score ≥ 3.0), keep.
         -Write in additional items added by faculty reviewers
         -Compile items

5. Disseminate to same faculty

***Document Everything. Details can be used in "validity" publications or simply summarize process to share with other faculty.