Specialty Training's Organizational Readiness for curriculum Change (STORC): development of a questionnaire

Presenter: Lindsay Bank, OLVG hospital, Amsterdam
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I have/had an affiliation (financial or otherwise) with a pharmaceutical, medical device or communications organization.

J’ai (ou j’ai eu) une affiliation (financière ou autre) avec une entreprise pharmaceutique, un fabricant d’appareils médicaux ou un cabinet de communication.
Topic

Organizational Readiness for Change (ORC)

Change = curriculum change
Setting = Postgraduate Medical Education
Relevance

Curriculum change

Successful implementation

Influencing factors
Organizational Readiness for Change

= 

the extent to which people want and feel able to change
Need for change
‘I have always done it this way and that went perfectly fine.’

Available skills
‘I have the skills that are needed to implement this change.’

Previous experiences
‘Previous changes went really well in our department.’

Support climate
‘We feel supported in making this change successful.’

Holt (2010)
Method (1)

1. Delphi procedure\(^1\)
   1. Specialty Training’s Organizational Readiness for curriculum Change (STORC): 44 items, 10 subscales

STORC - subscales

- Pressure to change
- Appropriateness
- Necessity to change
- Management support and leadership
- Staff culture

- Formal leader
- Involvement
- Project resources
- Clarity of mission and goals
- Implementation plan
Method (2)

2. Statistical validation
   1. Confirmatory factor analysis
   2. Behavioral support for change

Herscovitch & Meyer (2002)
Results (1)

- Participants:
  - 856 medical doctors
    - 244 (28.5%) Program directors
    - 315 (36.8%) Clinical staff members
    - 297 (34.7%) Trainees
  - 39 clinical teaching teams
Results (2)

- Confirmatory factor analysis
  - Very good fit for 43 items (loading > 0.5)
  - 1 item removed (loading -0.173)
    - “Current pressure to implement this innovation in residency training change comes from external authorities”
Results (3)

- Behavioral support for change
Results (3)

- Behavioral support for change
Discussion

• Removal external pressure
  ➢ Not experienced in daily work?
  ➢ Hospital has no habitual management practice
  ➢ Less receptive for external pressure?
Conclusion

- Confirmatory factor analysis confirmed our subscales
- STORC represents the core components of ORC
- Diagnostic instrument prior of during change
I’m ready for questions!

Help us improve. 
Your input matters.

• Download the ICRE App,

• Visit the evaluation area in the Main Lobby, near Registration, or

• Go to:  
http://www.royalcollege.ca/icre-evaluations to complete the session evaluation.

You could be entered to win 1 of 3 $100 gift cards.

Aidez-nous à nous améliorer. 
Votre opinion compte!

• Téléchargez l’application de la CIFR

• Visitez la zone d’évaluation dans le hall principal, près du comptoir d’inscription, ou

• Visitez le  
http://www.collegeroyal.ca/evaluations-cifr afin de remplir une évaluation de la séance.
Pressure to change

Current pressures to implement this innovation in residency training comes from:

1. Trainees in the program
2. Clinical teaching staff
3. Program directors

Appropriateness

This innovation in residency training is appropriate for the situation being addressed.

4. This change will improve the knowledge and skills of our trainees
5. This change is tailored to the needs for change within our residency training
6. This change will be an improvement over our current practices
<table>
<thead>
<tr>
<th>Clarity of mission and goals of this innovation in residency training.</th>
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</thead>
<tbody>
<tr>
<td>36. We understand how this change fits in with the desired competences of trainees</td>
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<td>37. This curriculum change has clear goals and objectives</td>
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<td>38. Our duties are clearly related to the goals of this change</td>
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</table>

**The implementation plan for this innovation in residency training:**

<p>| 39. Identifies specific roles and responsibilities |
| 40. Clearly describes tasks and timelines |
| 41. Includes appropriate training |
| 42. Acknowledges our input and opinions |
| 43. Includes a plan for improvement based on evaluations |</p>
<table>
<thead>
<tr>
<th>Factor (F)</th>
<th>F1</th>
<th>F2</th>
<th>F3</th>
<th>F4</th>
<th>F5</th>
<th>F6</th>
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