


**Dr. McGowan's
Magical Measurement
Club**




Goals for Outcomes Measurement

*“Accurately
understand
the impact of
our educational
interventions.”*

Goals for Outcomes Measurement

**“Accurately
understand
the impact of
our educational
interventions.”**

 Recognize and embrace
the strengths and
limitations of our
measurement methods

Goals for Outcomes Measurement

*“Accurately understand the **impact of our educational interventions.**”*



How were learners changed (in accordance with the objectives) as a result of our interventions

Traditional Means of Measuring Impact

LEVEL 7	Community Health	Lagging
LEVEL 6	Patient Health	
LEVEL 5	Performance	
LEVEL 4	Competence	Leading
LEVEL 3	Knowledge Declarative and Procedural	
LEVEL 2	Satisfaction	
LEVEL 1	Participation	

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 GUESS-TERDAY 	 MASTERY FIELD FOREVER 	 WITH A LITTLE HELP FROM MINDSET 	 THE LEADING AND LAGGING ROAD (the Missing Link) 
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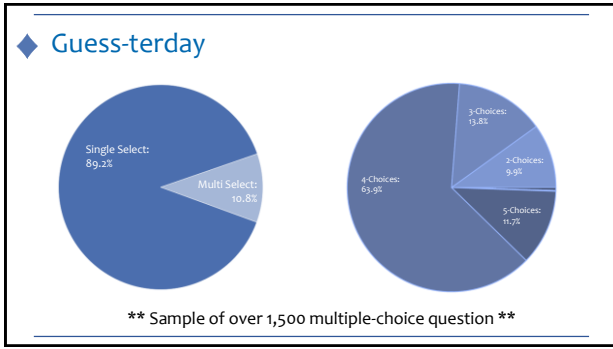
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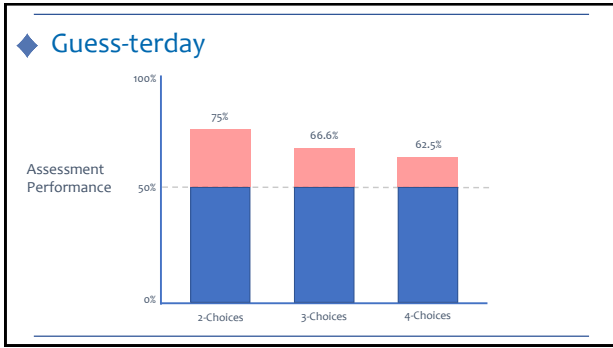
◆ **GUESS-TERDAY**

♥ *MASTERY FIELD FOREVER*

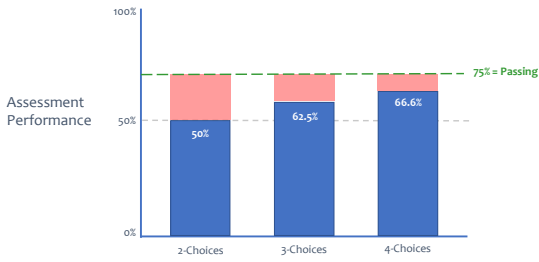
♠ *WITH A LITTLE HELP FROM MINDSET*

♣ *THE LEADING AND LAGGING ROAD (the Missing Link)*

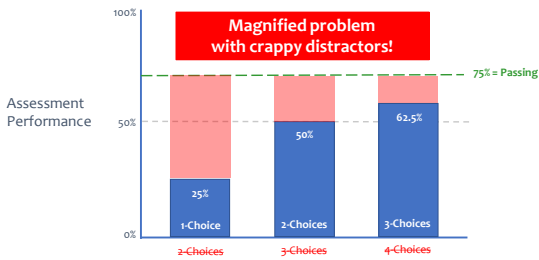




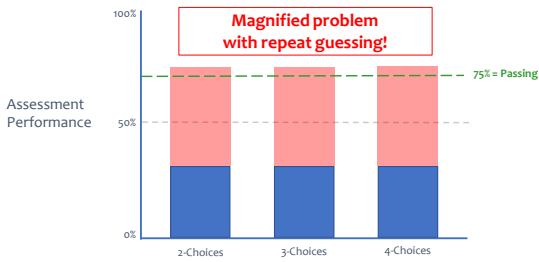
◆ Guess-terday



◆ Guess-terday



◆ Guess-terday



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GUESS-TERDAY

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MASTERY FIELD FOREVER

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WITH A LITTLE HELP FROM MINDSET

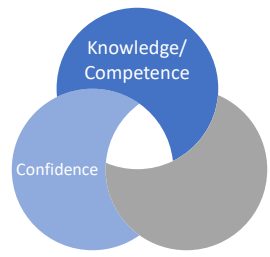
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THE LEADING AND LAGGING ROAD (the Missing Link)

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♥ Mastery Fields Forever



Mastery describes a learner's **knowledge or competence**, and their **confidence** in that knowledge or competence.

♥ Mastery Fields Forever

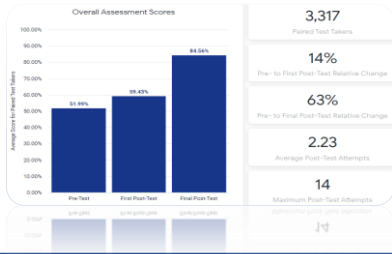
Question 1 (Required)

Which of the following opioid receptor types is likely a key contributor to the drug reward/reinforcing effects seen with opioid agonists use?

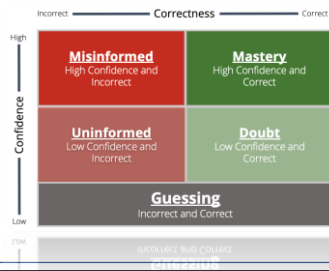
- A. delta opioid receptor (DOR)
- B. mu opioid receptor (MOR)
- C. kappa opioid receptor (KOR)
- D. ORL-1 receptor

How confident are you in your answer?

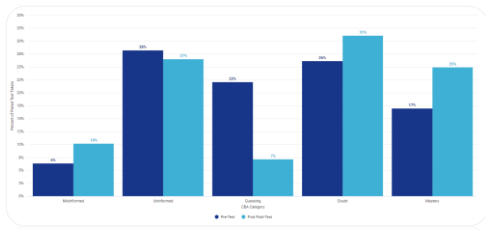
♥ Mastery Fields Forever



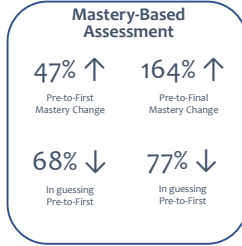
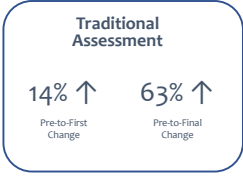
♥ Mastery Fields Forever



♥ Mastery Fields Forever



♥ Mastery Fields Forever



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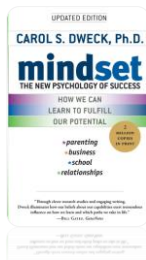
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THE LEADING AND LAGGING ROAD
(the Missing Link)

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♠ With a Little Help from Mindset

Growth/Open mindset is a belief that your basic qualities are things you can cultivate.



Fixed/Closed mindset is a belief that your intelligence and potential are static.

♠ With a Little Help from Mindset

IMPORTANTLY, mindset is NOT static/unchanging.
While adults tend to be more-growth or more-fixed oriented, mindset is situational and content/domain specific.

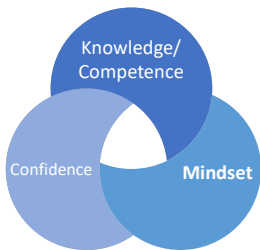
♠ With a Little Help from Mindset

Learners with a Growth Mindset:

1. persists longer when engaging in challenging problem sets & content
2. learn more and learn more efficiently
3. demonstrate higher job performance



♠ With a Little Help from Mindset



Mindset is an intrinsic attribute of a learner.

Mindset is a modeled measure of a learner's curiosity, resilience/grit, autonomy, and intention to change.

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MASTERY FIELD FOREVER

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WITH A LITTLE HELP FROM MINDSET

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THE LEADING AND LAGGING ROAD
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♣ The Leading and Lagging Road

Traditional Means of Measuring Impact

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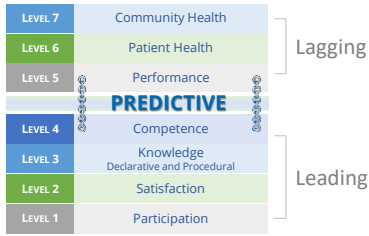
♣ The Leading and Lagging Road

Traditional Means of Measuring Impact

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	MISSING LINK	
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♣ The Leading and Lagging Road

Traditional Means of Measuring Impact



♣ The Leading and Lagging Road



Readiness triangulates different measurement methods to provide **actionable, performance-focused, and accurately predictive insights.**

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Tenets of the Magical Measurement Club

- ◆ The impact of guessing significantly undermines the validity of our traditional outcomes assessments.
- ♥ Confidence-based methodology mitigates the guessing challenge. Mastery uncovers far more meaningful learning change/impact.
- ♠ Mindset = improved learning/performance. Mindset provides a critical additional 'leading' influence on impact.
- ♣ Our missing link – Readiness - requires us to transform our traditional, but limited, leading measures to design fully-modeled, predictive, outcomes
