

## **Employing Realistic Evaluation to Support Practice Improvement**

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### **Abstract** (limit to 1000 characters)

Physicians who work in remote and rural areas have limited resources. At the University of British Columbia's Faculty of Medicine's Continuing Professional Development, clinical coaching and mentoring programs have been developed to help these physicians in BC build a supportive and collaborative network, and to change their attitude and performance. However, few empirical studies have evaluated changes brought by them, due to the difficulty of collecting evidence. We employ the Realistic Evaluation approach, as it pays attention to the underlying context and the coherent framework for the whole range of orders of engagement with program in which evaluation is a component. This approach helps us track, measure, and evaluate the changes of each individual. It also explains the observed practice improvements, and identifies conditions needed for maximizing success in complex contexts. This open and comprehensive approach can be applied to various settings for robust evaluations.

### **Relevance to the conference** (limit to 300 characters)

Program evaluators at all levels in their organization are often challenged by limited resources to support evaluation. They will gain insights into the strategy being employed by the realistic evaluation approach, its core elements and benefits, and practical tips for applying it to various settings.

**Key words:** Realistic Evaluation Approach, changes, evidence