



## **Community of Practice Benchmarks for Success**

The American Society of Transplantation (AST) prides itself on being an inclusive organization. To meet the needs of its various constituencies, the society has established a communities of practice model.

AST Communities of Practice (COPs) provide a home for specialty areas within the organization and a way to initiate new members to the field and society. Members also benefit from the shared knowledge and networking opportunities provided within the COP structure.

The Board of Directors (Board) recognize the value in the COP model; however, they also understand that communities require an investment of resources to sustain them. Therefore, it is important that the society see a return on investment from its COPs.

Annual benchmarks have been established to evaluate COP progress and communicate expectations to COP leadership in a consistent manner. These metrics are applicable to all established COPs.

### **Mandatory Benchmarks** *(Must be met annually)*

- Engage the community through work on meaningful initiatives that are addressed by different workgroups (outside of the executive committee).
- Submit at least one idea for an educational opportunity (either through an ATC program proposal or another mechanism).
- Create content that serves the community and the AST at large, such as guidelines, white papers, journal clubs, etc.
- Ensure COP mission statement and strategic plan are aligned to AST's strategic vision and demonstrate progress on the strategic plan in subsequent years.

### **Additional Benchmarks** *(Must meet at least 2 of the 7 metrics below)*

- Assess member educational needs with input from the Education Committee.
- Maintain repository of resources for community membership (such as COP online library).
- Nominate members for the AST Board and other leadership positions within AST.
- Provide opportunities for the membership to network/collaborate throughout the year (outside of ATC).
- Encourage members to suggest initiatives and share ideas through the online communities.
- Actively sustain membership conversion and growth of the COP and AST.
- Provide regular updates to the COP membership (minimum of once per quarter) and to the Board.

### **Annual Assessment and Evaluation:**

Annually, each COP executive committee must self-assess their community based upon their approved benchmarks. This assessment will be shared with the Board during the ATC Board meeting. Board liaisons will also be asked to provide feedback on the community's progress at this meeting.

COPs that are not meeting the mandatory benchmarks and at least two of the seven additional benchmarks will be offered assistance. This assistance will provide guidance and recommendations for achieving the metrics. COPs in this situation will be reassessed after a period of six months to monitor progress.