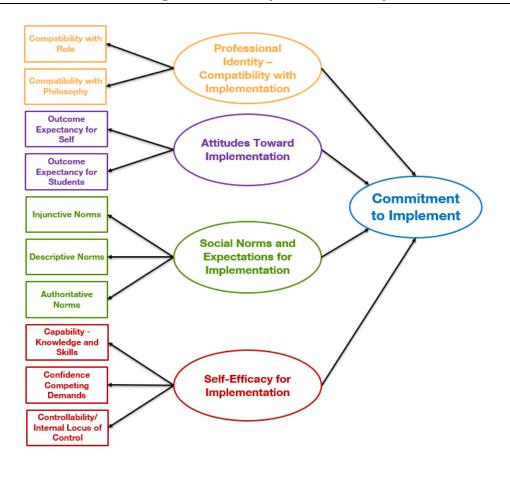## Measurement Model Guiding Item Development and Empirical Evaluation

Construct Definitions

Commitment to Implement

A person's intentions to put in the time and effort to deliver a given practice or set of practices

Professional Identity - Compatibility with Implementation

General: A person's perceptions of whether certain behaviors are compatible with one's professional self-concept based on beliefs, experiences, and values

For use within PACT: A person's perceptions of whether a given practice or set of practices is compatible with one's professional self-concept based on beliefs, experiences, and values

- <u>Compatibility with role:</u> A person's perceptions of whether implementing certain practices are compatible with what someone in their professional role should do.

- <u>Compatibility with philosophy:</u> A person's perceptions of whether implementing certain practices align with one's professional philosophy, including beliefs, values and goals.

Attitudes Toward Implementation

General: A person's subjective appraisal or evaluation of a given set of behaviors based on beliefs, knowledge, prior experiences, and feelings

For use within PACT: A person's subjective appraisal or evaluation of a given practice or set of practices based on their beliefs, knowledge, prior experiences, and feelings.

- <u>Outcome expectancies self</u>: A person's beliefs and knowledge about the anticipated consequences (positive or negative) for self as a result of implementing a particular practice.
- <u>Outcome expectancies students:</u> A person's beliefs and knowledge about the anticipated consequences (positive or negative) for the students as a result of implementing a particular practice.

Social Norms & Expectations for Implementation

General: A person's perceptions of the social norms and expectations to perform a given set of behaviors

For use within PACT: A person's perceptions of the formal and informal rules about what is considered appropriate in terms of implementing a given practice or set of practices

- <u>Injunctive Norms:</u> Perceptions of whether other trusted and respected others think one ought to implement a particular practice

- <u>Descriptive Norms:</u> Perceptions of whether other trusted and respected people are implementing a particular practice.

- <u>Authoritative Norms:</u> Perceptions of whether those who are in positions of authority and leadership expect staff to implement a given practice and recognize staff for doing so.

Self-Efficacy for Implementation

General: A person's perceptions of their own ability (i.e., confidence) to exhibit a behavior given their capabilities and current situation

For use within PACT: A person's perceptions of their own ability (i.e., confidence) to implement a practice given their current capabilities and situation

- Capability: Knowledge and skills: Confidence that one has the capability to implement a particular practice given their knowledge and skills.

- Confidence competing demands: Confidence that one has the ability to implement a particular practice even in the face of existing competing demands for time.

- Controllability/Internal Locus of Control: Confidence that one has control over being able to implement a particular practice.