

Welcome to the Rapid Performance Support Tool!

Introducing the Rapid Performance Support Tool for EPI Managers

The Rapid Performance Support Tool (RPST) is a web-based application to support immunization managers in identifying, prioritizing, and addressing health worker performance challenges. It was developed by the CDC, Task Force for Global Health, and Immunization Academy to help solve a common challenge for immunization managers: confronting many challenges at once, having to prioritize where to focus effort, and identifying practical and sustainable solutions. The RPST is designed to be complementary to other supportive supervision tools. It can provide information for decision-making and implementation of interventions that support health workforce performance improvement. It is easy to use, can be completed quickly, and can be used offline with a few simple steps.

To use the RPST, managers first answer a series of questions to identify workforce performance challenges in a specific health facility and rate the urgency with which the issues need to be addressed. Next, the RPST's algorithm generates a customized results page, summarizing managers' responses by importance and urgency. This helps managers to prioritize interventions according to need and urgency. Managers may download these results to share with health facility staff and then discuss the findings and possible next steps. Finally, the Resources page contains a collection of practical, evidence-based resources for managers to choose from, such as use cases, guidelines, templates, and trainings, that can be implemented relatively quickly. The Resources page will be updated with new resources as appropriate.

The RPST takes into account six factors that drive worker performance in any setting: expectations, resources, motivators, skills and knowledge, staffing, and incentives. These are also factors that immunization managers likely have some control over and are usually not addressed by other supportive supervision tools. The RPST is meant to be used as decision-making support in complement to other supportive supervision tools. It does not replace existing checklists and national guidelines for supportive supervision. It is not designed to be a reporting or monitoring and evaluation tool.

To see the RPST, please visit <http://rpst-app.immunizationacademy.com>. If you have other questions, please join our WhatsApp group using the QR code below (<https://chat.whatsapp.com/ITaeExOBFYKL3sePrbBirn>).

