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Sustainability: Strategies to Make It Stick

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Sustaining the EB Improvements



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Sustaining the change

- Begins with EBP planning and implementation
- “Make it easy to do the right thing” – practice from an evidence-base.
- Sustainability necessitates adjustments to the *system* during implementation to assure the practice can be sustained.

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Topic: Focus for Impact



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Topic: Patient Centered




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Systems

- Reflect the EBPs in the organizational standards of care.
- Modification or revisions in documentation systems
- Build *into* workflow (modifications) – Do not create a whole new workflow
- Integrate with existing committees or workgroups


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Sustaining Practice: Education

- Interviews of potential new hires
- Build changes into orientation process
 - Formal/didactic and preceptor
 - Add to checklist
 - Schedule time with change champion
- Precept new nurses with a role model
- Annual competencies – knowledge and skills


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Sustainability: Integration with Quality and Performance Improvement Program


- Partnering with QI program.
- Select key process and outcome indicators for monitoring on an ongoing basis.
- Feedback of these QI metrics with staff – discussions.
- Evaluation practices when trends in QI data are going in the “wrong direction”

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 **Sustainability: Boosters**

- Consider short booster sessions or reminders based on QI data
 - Show the data – QI trends
 - Ask the five whys – clinicians, patients (get at the root-cause first to guide types of boosters)
 - Tailored, targeted messages
 - Clinical decision aides
 - System changes with unintended consequences?

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Sustainability: Ownership

- Who or what group will be the long-term owners of the clinical practice (e.g. falls, pain, prevention of HAIs)?
- What are the expectations of the owners?
 - Track process and outcome indicators as part of QI program (quarterly)
 - Stay current on latest evidence (annually)
 - Ongoing evaluation of organizational standards alignment with EB (annually).
 - Modifications needed?

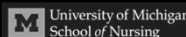
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Sustain the Vision



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Sustaining Work Culture

- Executive summary of EBP work and impact
 - Contribution to the strategic organizational goals; *connect the dots for leaders*
 - Initial report; annually thereafter
 - Two pages
- Visibility of work in organizational reports and publications
- Review governance groups actions and accomplishments at least annually.
- Use staff performance evaluation criteria

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Connect the Dots About Impact

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Dissemination

- Locally
 - Senior leadership
 - Day for internal displays of work
- Regionally
- Nationally
- Mechanisms
 - Print
 - Web sources
 - Video
 - Newsletter

Dissemination

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Sustainability: Celebrate Successes and Lessons Learned

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Summary: Sustainability Requires

- Thinking about strategies at the beginning and planning for them.
- Patient-centered topics & focus for impact
- Attention to systems components
- Education
- QI metrics, tracking & feedback to clinicians
- “Owners”
- Communication with leaders
- Contributions to organizational strategic objectives

Sustainability!

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