



## Grant Application

1	<b>Project Title</b>	Team STEPPS
2	<b>Clinical or Operational Area</b>	Birth Center Departments- Labor and Delivery, OB ED, Mother Baby, NICU
3	<b>Healthcare System</b>	AdventHealth
4	<b>Hospital or Entity Name</b>	AdventHealth Shawnee Mission
5	<b>Applicant Name</b>	Judy Hendrix
6	<b>Applicant Title</b>	Administrative Director Women's and Children's Services
7	<b>E-mail Address</b>	judy.hendrix@adventhealth.com
8	<b>Telephone</b>	913-676-2396
9	<b>Mailing Address, City, State, Zip Code</b>	9100 W 74th St; Shawnee Mission, KS 66204
10	<b>Please list the names and titles/roles of the additional members of the project team:</b>	
	<b>Name:</b>	<b>Title/Role:</b>
	Lauren Galli	Labor and Delivery Director
	Ashley Jones	Mother Baby and Newborn Observation Unit Director
	Ellen Acinger	NICU Director
	Kimberly Nash, Katie Davis	Labor and Delivery Educators
	Melanie Bolten and Rochelle Brown	Mother Baby and NICU Educators
11	<b>Name of Senior Risk Management or Corporate Insurance Representative</b>	Lori Cue BSN, MA, CPHQ, CPHR
12	<b>Mailing Address, City, State, Zip Code</b>	9100 W 74th St; Shawnee Mission, KS 66204

**13. The issue being addressed involves the following clinical areas: (Check all that apply)**

- Ambulatory Care
- Emergency Services
- Hospital/System-wide Focus
- Obstetrics/Perinatal
- Radiology/Imaging Services
- Surgical/Peri-Operative
- Other (Please specify)

Click or tap here to enter text.

**14. Briefly describe the project and its importance to the organization: (two paragraphs maximum, please attach any supporting documentation)**

Click or tap here to enter text.

TeamSTEPPS is an evidence-based set of teamwork and communication tools designed to optimize team performance and ultimately improve patient outcomes, increase staff and patient satisfaction, foster workforce well-being and support change management efforts. The TeamSTEPPS Master Training course will teach participants all the TeamSTEPPS tools and principles - what they are, how to use them, and how to implement them. Participants will gain skills and resources for training others and facilitating a TeamSTEPPS rollout to create meaningful and lasting patient care change.

The COVID pandemic impacted RN turnover significantly, especially in Labor and Delivery. Due to difficulty hiring experienced Labor and Delivery RNs, our new RNs are mostly new graduates. This specialty has a steep learning curve. Information from RCAs, Event Debriefs, a corporate Perinatal Risk Assessment describes the relationships between staff and physicians and ineffective communication skills have eroded the culture of safety in this unit. The staff from each unit within the Birth Center are cross trained to assist their sister units, so the decrease in the culture of safety has been experienced by each unit.

**15. Describe how this project will improve patient safety or reduce the potential for liability. (one paragraph maximum)**

Click or tap here to enter text.

This project will train 12 individuals as Team STEPPS Master Trainers. These Master Trainers will facilitate education about Team STEPPS and implement the tools provided to improve safety and communication for all clinical staff in the Birth Center units. At least one physician will be included as a Team STEPPS Master Trainer. The goal is to have Team STEPPS skills interwoven throughout our team huddles, orientation, handoffs, and education to create a foundation of safety.

**16. What metric(s) will be used to measure progress and determine the success of this project?? (one paragraph maximum)**

Click or tap here to enter text.

The 2024 Safety Culture survey is currently underway in our hospital. This will establish a baseline metric. When re-evaluated in 2025-26 surveys we would expect to see a favorable improvement of perception of safety. RN Turnover is another metric that reflects the culture and safety of a unit. We would expect to see an improvement in RN Turnover from year to year as Team STEPPS is interwoven into our culture.

**17. Please describe the tangible results of the project that can be quantified and shared as best practices with other AEIX members? (one paragraph maximum)**

Click or tap here to enter text.

A decreased number of potentially compensable events where communication is identified as a root cause is a tangible result of this project.

I would also expect to see a decrease in the number of event reports citing a physician behavior as an issue with the development of effective communication skills and tools by both staff and physicians.

**18. Please provide a financial estimate of the project** \$7,800.00

Click or tap here to enter text.

**19. What is the expected timeframe for completion of this project?**

Virtual training sessions are September 19 - November 7, 2024. Project to be identified and implemented in 2025.

Click or tap here to enter text.

**20. Is this project based on successful practices evaluated from literature or other healthcare providers?**  Yes  No

**21. Is this project based on an original concept created by the project team?**  Yes  No

**22. Do you have plans to publish the project results in a professional publication or networking forum?**  Yes  No

**23. Is there anything else you'd like to share about this project?**

Click or tap here to enter text.

Improving the culture of safety and decreasing staff turnover in the Birth Center will provide safer patient care and improved maternal and neonatal outcomes.

**Signatures required to submit this application**

**Primary Clinical Sponsor** (The individual responsible for monitoring progress of the project, submitting receipts and other documentation supporting the use of grant funds, and will provide a summary report of the project outcome)

Demonda Spector CNO 8/16/24  
Signature Title Date

**Alternate Clinical Sponsor** (The individual responsible for supporting the responsibilities of the Primary Clinical Sponsor, and assuming those responsibilities if the Primary Clinical Sponsor is unable to fulfill the requirements of the project)

Judy Hendrix Adm. Director Women & Children 8/16/24  
Signature Title Date

**Senior Risk Management Leader**

Yori Kuro Adm. Director of Quality 8/16/24  
Signature Title Date  
Risk + Safety

**CEO or CFO of Applicant's Healthcare Facility**

[Signature] CEO 8/16/2024  
Signature Title Date

Thank you for completing the application. Please follow these next steps.

- Save this document in Word format and gather your supporting documentation.
- Forward the application and documentation to your senior risk management leader or corporate insurance representative. *They will need to complete and sign the Evaluation of Awards Application Form on the final page of the application before submitting it to American Excess Insurance by **Friday August 16, 2024.***

# Evaluation of Grant Application

The evaluation must be completed and signed by the senior risk manager or corporate insurance representative. Please evaluate the Award Application by indicating the best answer to the question.

**1. How will this project improve safety and/or reduce liability?**

- Little effect on safety and liability (1)
- Some improvement but metrics are not defined and/or it is not clear that measurable effect can be sustained (2)
- Strong effect with clearly defined metrics (3)

**2. What is the potential to share this project or practice with other AEIX members?**

- Little potential – i.e. implementation requires major budgetary commitment, topic is highly specialized, and/or metrics are not clearly defined (1)
- Some potential but process may be hard for another organization to implement, and/or its application may be limited - i.e. major budgetary commitment, topic is highly specialized, and/or metrics are not clearly defined (2)
- Strong potential for producing best practices (3)

**3. What level of impact will this project or practice have on the severity of risk exposure?**

- Little chance of impacting severity of risk but could address other issues (1)
- Some potential to impact risk exposure (2)
- Strong ability to impact severe malpractice exposure caused by significant risk events (3)

**4. What level of innovation best describes this project?** *ties in with our risk assessment surround deep teamwork / communication*

- Project/practice is new to this organization and is based primarily on firmly established best practices (1)
- Project/practice was created primarily by applicants with some assistance from an outside vendor and contains well-established best practices with additional innovative features (2)
- Project/practice was created solely by applicants and could be included in established literature or industry best practices (3)

**5. Share your comments or recommendations.**

<i>Lori K Cue</i>	<i>Adm Director of Quality Risk &amp; Safety</i>	<i>8-16-2024</i>
Click here to enter text. E-Signature	Title	Date
<i>816501610700</i>	<i>lori.cue@adventhealth.com</i>	
Click here to enter text. Phone	Email	
<i>cell</i>		

Send the completed application in Word format, supporting documentation, and signed evaluation to [ana\\_taylor@premierinc.com](mailto:ana_taylor@premierinc.com) by **Friday August 16, 2024**.

**Thank you for your submission. In continued pursuit of our mission and vision to partner with forward-thinking healthcare leaders, inspire innovation, and provide the leading pathway for managing risk, we may share your project with other members of American Excess. However, this project will not be shared outside of the American Excess Insurance membership without your prior consent.**

# AdventHealth Shawnee Mission Birth Center RN Turnover 2021-2024

