WISCONSINWELL

TEST CHANGE

DISCUSS ALTERNATIVES TO EVERYDAY WORK ACTIVITIES

Implementation science is the study of what factors promote and accelerate successful, scalable, and sustainable improvements. Studies may inform "what" achieves the best client outcomes in human service professions, but guiding professionals through change practices can be difficult. This adaptive side of leadership and teamwork is improved by utlizing the principles of implementation science (Hilton & Anderson, 2018). Empowering teams to collaborate and conduct "small tests of change" is central to safe, effective, reliable teamwork.

Driver Diagram

PDSA

Implementation Science

Contact Us

https://iph.uky.edu

www.thewisconsinwell4cw.com

Test Change

DISCUSS ALTERNATIVES TO EVERYDAY WORK ACTIVITIES

WISCONSINWELL

DRIVER DIAGRAM

A driver diagram is used to articulate a theory of what drivers can be changed to result in improvement. It organizes and justifies the changes a team wants to make It is a simple, visual diagram of what is theorized to "drive" a goal or achievement. A driver diagram identifies both key and secondary drivers and their relationship to one another.

Key Concepts

Aim

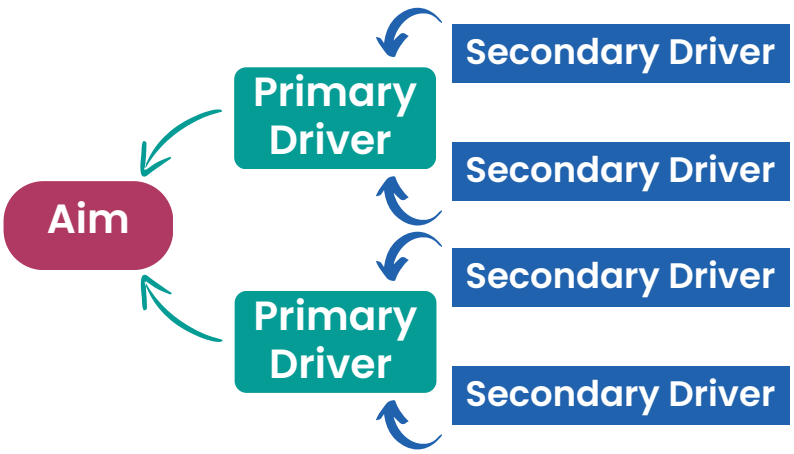
- Your desired outcome, goal or objective. This is the improvement you hope to achieve.

Primary Driver

- The high level elements or factors that need to change to achieve the aim.

Secondary Driver

- The action steps that will be tested to see if they achieve change.



Implementation Example

For example, a human services director wants to reduce the infant mortality rate.

He understands the primary drivers of infant mortality to be inadequate prenatal maternal health, postnatal care, and the presence of societal issues like poverty and substance abuse.

He decides to hone his improvement opportunity at postnatal care. He studies and identifies drivers of strong postnatal care include caregiver attachment, concrete supports, parenting education, and pediatric care.

As a result, he begins a Nurse Family Partnership program in a county with a high infant mortality rate.

Links to Related Strategies

- PDSA Worksheet
- Implementation Science

Contact Us

https://iph.uky.edu

www.thewisconsinwell4cw.com

Test Change

DISCUSS ALTERNATIVES TO EVERYDAY WORK ACTIVITIES

WISCONSINWELL

PDSA CYCLES

Rather than trying to implement something big and different all at once, testing strategies and tools on a small scale first can be much more effective. The Plan-Do-Study-Act (PDSA) method is a way to test ideas quickly on a small scale. The PDSA methodology is intended to help people move quickly from identifying solutions, strategies, and opportunities to trying them out – on a small scale – in the real world.

Key Concepts

P

Plan

Identify and define a strategy or idea you want to test.

- Think about what it would look like if you just tried it out with one child, one family, one colleague, etc.

D

Do

Try it out with that one child, family, colleague, etc.

- Do it exactly as you planned.

S

Study

Reflect on what worked the way you expected and what might have surprised you in the process.

- Gather input from participants and colleagues.
- What worked for them? What did not?
- Is the innovation better than the practice it replaced?

A

Act

Use the results of your 'study' to inform how you might make this idea even more effective next time.

- This 'adjust' phase should feed directly into your next Plan.

PDSA Goals

- Determine whether the idea will work in a real world environment
- Gain proof and buy-in
- Identify possible costs, side effects, or unintended consequences
- Evaluate how much improvement can be expected from the change

Implementation

PDSA cycles can be proposed by any member of the team and are intended as a check to see if a new idea will result in improvements (outcome, processes, etc...)

Links to Related Strategies

Driver Diagram

Implementation Science

Contact Us

https://iph.uky.edu

www.thewisconsinwell4cw.com

Test Change

DISCUSS ALTERNATIVES TO EVERYDAY WORK ACTIVITIES

WISCONSINWELL

PDSA Worksheet

The Plan-Do-Study-Act (PDSA) method is a way to test ideas quickly on a small scale. The three fundamental questions for organizing this improvement strategy are:

(1) What are we trying to accomplish with the PDSA cycle?
(2) How will we know a change is an improvement?
(3) What ideas do we have that could result in an improvement?

Plan

Objective: _____

What do you predict will happen?

_____

_____

Steps in the cycle (who, what, where, when)

_____ _____

_____ _____

Plan for data collection? (who, what, when, where)

_____

_____

Study

Analyze your data.

Summarize Results

_____

_____

Compare to expected outcomes (predictions).

_____

_____

Reflections

_____

_____

Do

Run the test on a small scale.

Describe what happened.

_____

_____

Data Collected

_____

_____

Initial Observations

_____

_____

Act

Identify Next Steps.

Lessons learned

_____

_____

Modifications needed

_____

_____

Action Steps

_____

_____

Contact Us

https://iph.uky.edu

www.thewisconsinwell4cw.com

Test Change

DISCUSS ALTERNATIVES TO EVERYDAY WORK ACTIVITIES

WISCONSINWELL

IMPLEMENTATION SCIENCE

Implementation science underlies successful quality improvement. It helps us connect what we know works to our habits - what we do in practice.

Key Concepts

Whenever you are considering an improvement activity, ask three simple questions:

A

Aim (or Goal)

- What is our overall aim or goal?
- What are we trying to accomplish?

I

Ideas

- What are our ideas for strategies, tools, or practices?
- What changes can we test that will result in improvement?

D

Desired Outcome

- How will we know a change is an improvement?

Implementation Practice

Let's imagine we are trying to establish an Overall Aim or Goal to increase the rate of successful in-home safety planning with families.

• What strategies, tools, or practices can we test that will result in improvement?

• How will we know a change is an improvement? How will we know we've achieved our desired outcome?

Links to Related Strategies

- PDSA Worksheet
- Driver Diagram

Contact Us

https://iph.uky.edu

www.thewisconsinwell4cw.com