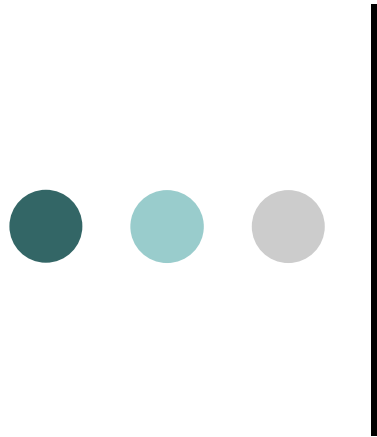


***Avera  
McKenna's  
Quality &  
Patient Safety  
Showcase  
2013***





## Expanding RN Scope of Practice: A Method for Introducing a New Competency into Nursing practice (MINC)

- Date of team initiation:
  - Pre-survey to RNs in July 2012
  - Kick Off event in Washington DC in September 2012.
- Team Members:
  - Brita Stange, Nurse Manager
  - Amber Top, Nurse Supervisor
  - Jan Questad, Clinical Nurse Educator

● ● ● | MINC participants at Kickoff  
in Washington DC





First Fundamental Question:

What are we trying to accomplish?

## **Aim or Mission Statement**

The primary aim of this research project is to establish and assess the outcomes of a Magnet Hospital Champion year-long intervention to improve the capacity of the institution to integrate genomic information into nursing healthcare delivery.



**Second Fundamental Question:**

**How will we know a change is an improvement?**

## **Method of Measurement**

A survey was completed by RNs in July 2012 and will be completed again at the end of the intervention year. Also, the dyad groups participated in a survey that will be re-administered at the end of the intervention year.



### Third Fundamental Question:

What changes can we make that will result in improvement?

## Selecting Changes

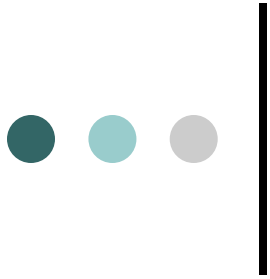
Seven areas included in our action plan for the integration of genetics and genomics into policy and practice. These include:

- ✓ Personal Development
- ✓ Genetics/Genomics in Practice Assessment
- ✓ Policy Genetic/Genomic Content Assessment
- ✓ Staff Genetic/Genomic Knowledge Needs Assessment
- ✓ Staff Development
- ✓ Plans for Genetic/Genomic Integration
- ✓ Anticipated Obstacles and Challenges



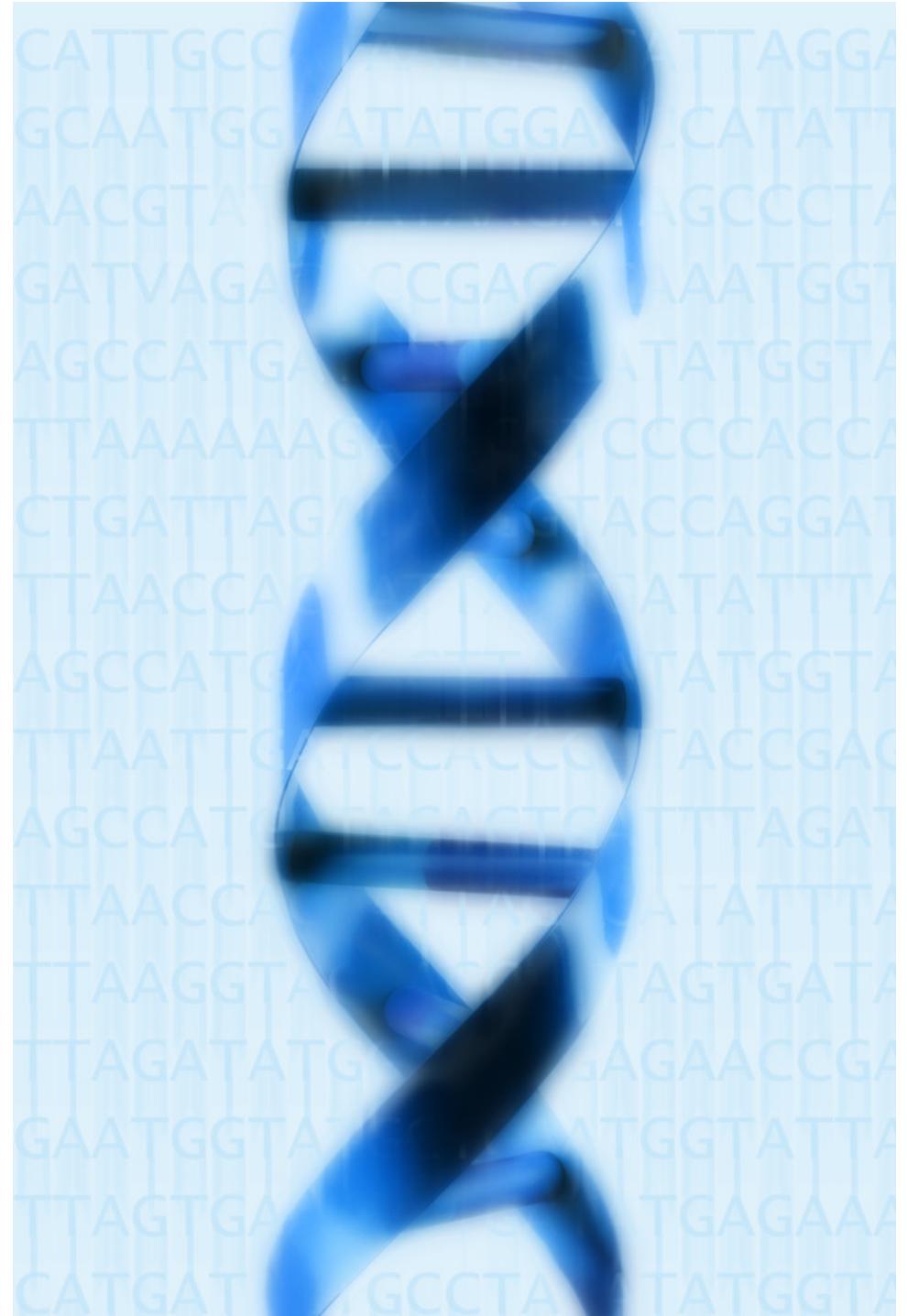
# Personal Development

Objective	Strategies/Methods	Timeline
Review links located on G2C2 regarding behavioral health and genetics or pharmacogenetics and site 3 that could be used to further staff development.	Each member of the dyad will visit G2C2 site to increase personal knowledge and then identify 3 links to be used for staff development. The three-member dyad (Brita, Amber, Jan) will then meet and select top 3 to use in staff development.	12/31/12
Increase knowledge regarding all genetics services Avera offers.	Schedule meeting with Avera Behavioral Health Genomics team to determine potential for partnering with educational endeavors.	12/1/2012 – (completed 10/31/12)
Attend presentation regarding Individualized Medicine and Genetics.	Amber and Jan will attend Avera Leadership Development session on Individualized Medicine and Genetics presented by Gareth Davies on 11/26/12.	11/26/12
Gather and share knowledge regarding health and genetics with middle school students.	Jan will visit middle school and present to 7 <sup>th</sup> grade science on genetics and healthcare.	11/30/12



[www.g2c2.org](http://www.g2c2.org)

[www.g3c.org](http://www.g3c.org)





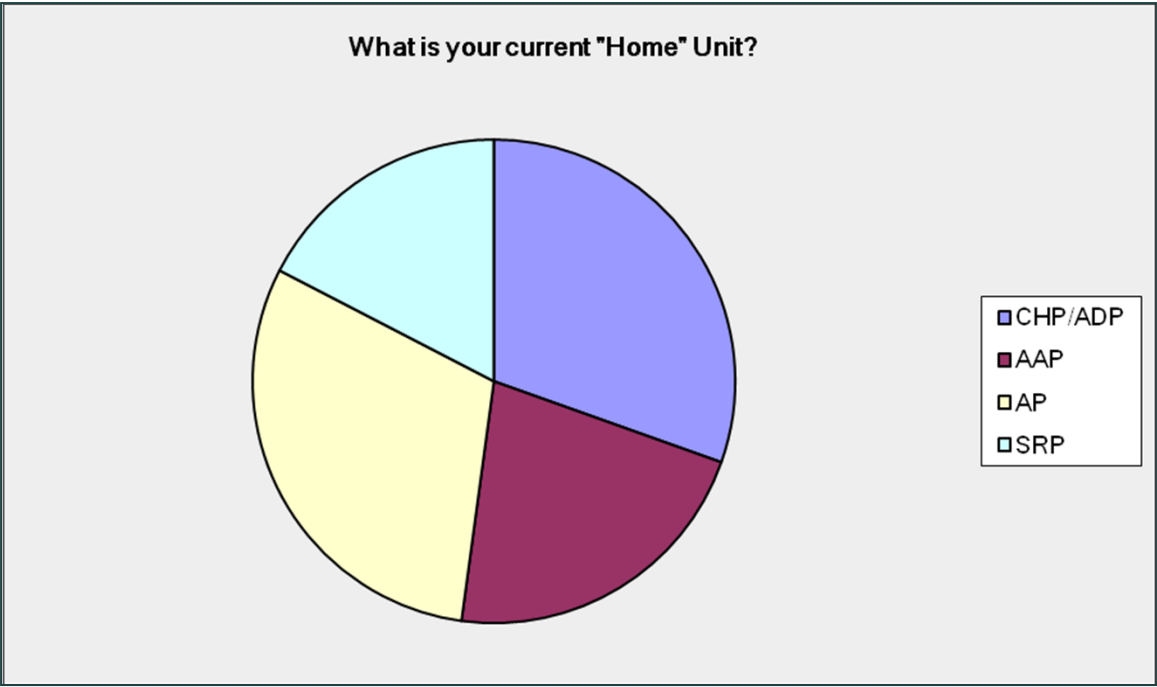


# Genetics/Genomics in Practice Assessment

Objective	Strategies/Methods	Timeline
Re-assess Behavioral Health RN staff perception and educational needs regarding genetics and genomics as it pertains to practice found on individual units.	Create 5-10 question survey and administer via SurveyMonkey.	12/31/12
Present MINC process to all BHS RN staff on a monthly basis and hold Q&A session to guide staff through practice change/implementation potential.	Member of dyad to be present at every unit meeting to give update of the MINC project and host Q&A session.	Oct 31, 2012 - (completed) Nov 30, 2012 Jan 31, 2013 Feb 28, 2013 April 30, 2013 May 31, 2013 July 31, 2013
Identify connections in practice with other genetics teams in the Avera system.	Schedule meeting with Avera Behavioral Health Genomics team to determine the extent of their current practice.	12/1/2012 (completed 10/31/12)
Connect with local nursing schools to identify their current curriculum to establish an understanding of what is currently taught to new nurses and to explore potential for educational opportunities for our staff.	Talk with nursing school point person (instructors) doing clinical hours at Avera Behavioral Health and gather information via e-mail or in person regarding their genetics curriculum.	12/31/12
Explore with local nursing schools the option of nursing students researching evidence based practice regarding genetics and behavioral health.	Talk with nursing school point person from those schools (Augustana and University of Sioux Falls) who have expressed interest in working with the hospital on EBP projects.	12/31/12



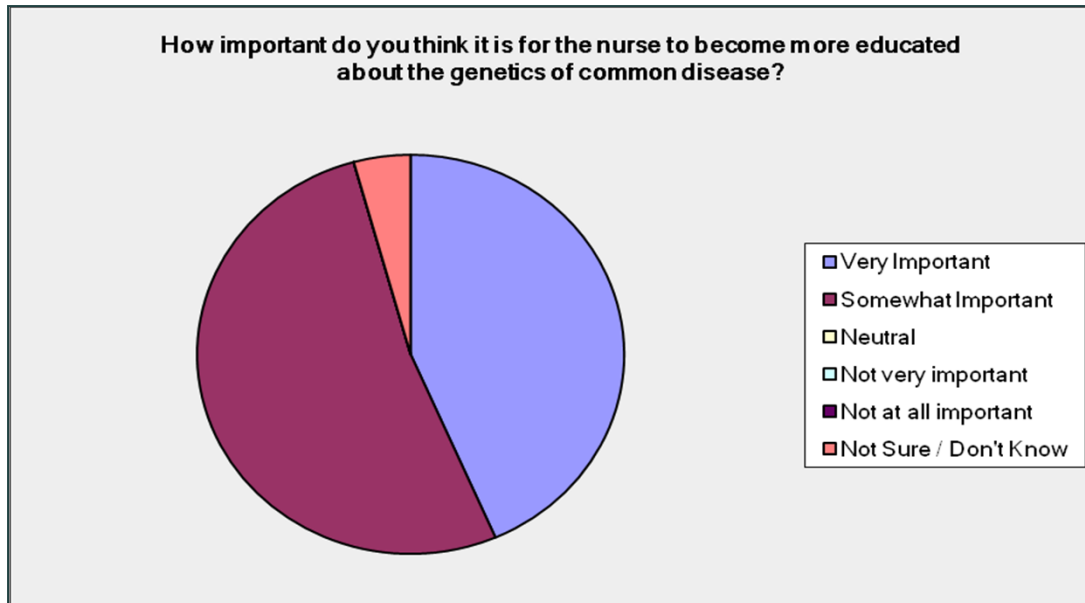
# Survey says ... equal representation of all units





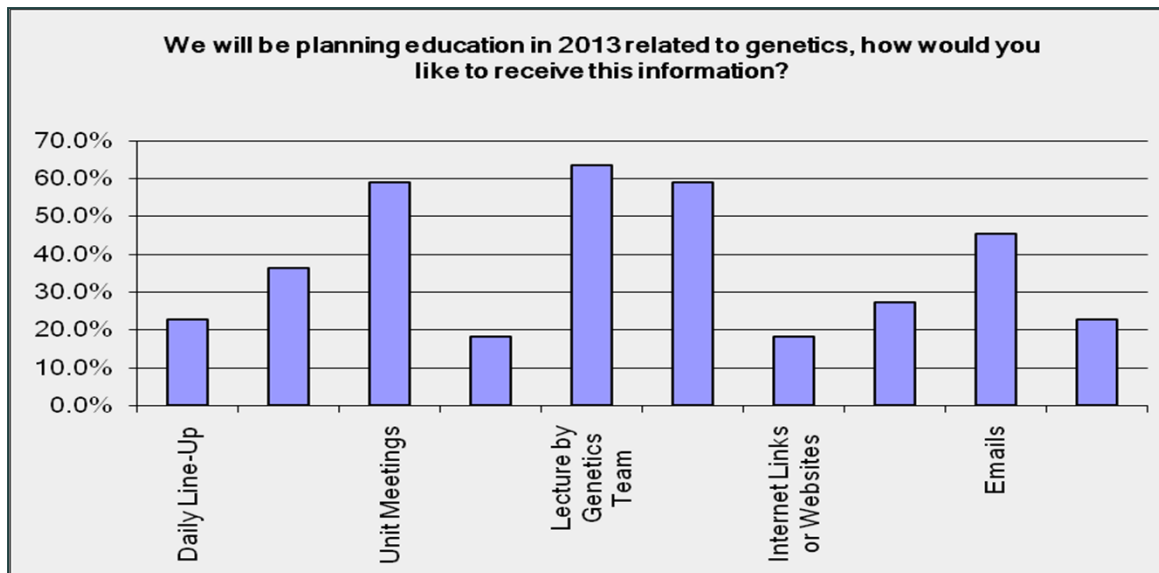
## How important do you think it is for the nurse to become more educated about the genetics of common disease?

Answer Options	Response Percent	Response Count
Very Important	43.5%	10
Somewhat Important	52.2%	12
Neutral	0.0%	0
Not very important	0.0%	0
Not at all important	0.0%	0
Not Sure / Don't Know	4.3%	1



# How do you want to be educated?

Answer Options	Response Percent	Response Count
Daily Line-Up	22.7%	5
Learning Connections	36.4%	8
Unit Meetings	59.1%	13
Reading Research Articles	18.2%	4
Lecture by Genetics Team	63.6%	14
Tour of the Genetics Lab	59.1%	13
Internet Links or Websites	18.2%	4
Posters	27.3%	6
Emails	45.5%	10
Attend Mock Ethics Conference	22.7%	5





# What kind of conversations have you had on the unit regarding genetics?

- Conversations related to inherited mental illness...
- How genes play in the absorption of different medications...
- Mental health
- Diabetics
- Heart disease
- FAS
- Neuro deficiencies
- Environmental vs genetics
- What role does this play in ADHD?
- How likely are the kids to have ADHD if parents do?
- The link between parents Mental Health and kids Mental Health
- We have had some talks about if certain disorders run in the family, the chance of you getting something if your mom and/or dad had something
- Family dynamics, what is hereditary?
- Pharmacokinetics



## Why do you think knowledge about genetics is important for nurses to have?

*Genetics is important to the field of behavioral health because it could help us learn how to diagnose, treat, and even come closer to curing some mental illness'. May be possible to determine effective drugs for different people and different diagnoses.*

*Any further research for MH is beneficial. There is not enough!*

*I believe any extra knowledge that can be learned about psychiatry is important. I also feel it may help improve our treatments for our patients.*

*So that they can check to see if the medications are working effectively/are properly utilized by their body? I don't really understand it all, but know that it is important.*



# Policy Genetic/Genomic Content Assessment

Objective	Strategies/Methods	Timeline
Determine current policies regarding genetic practice available in Avera system.	Contact Genetics Department to review policies and identify connections to practice at Avera Behavioral Health. Meeting scheduled and held by 12/1/12.	12/31/12 (completed 10/31/12)
Develop policy(ies) specific to Avera Behavioral Health regarding genetics and genomics practice.	<ol style="list-style-type: none"><li>1. Using already established policies, update to include relevant information related to Avera Behavioral Health.</li><li>2. Consider establishing contact person for staff/patient/family to meet with regarding genetics – either genetics counselor or other train staff (RN) – visit options with administration.</li></ol>	<ol style="list-style-type: none"><li>1. 7/31/13</li><li>2. 4/30/13</li></ol>



# Staff Genetic/Genomic Knowledge Needs Assessment

Objective	Strategies/Methods	Timeline
Re-assess Behavioral Health RN staff educational needs regarding genetics and genomics as it relates to <i>what more</i> they would like to know re: genetics to increase their comfort of using it in practice.	Create 5-10 question survey and administer via SurveyMonkey.	12/31/2012
Meet with individual unit councils to discuss how genetics/genomics relates to their specific unit.	Meet with all five unit councils to discuss how genetics/genomics relates to their unit at January unit meetings. Use SurveyMonkey results as a start to discussion & gather additional feedback	1/31/13





# Staff Development

Objective	Strategies/Methods	Timeline
Connect all significant education events at Avera Behavioral Health to the overall theme: “2013 ~ Year of the Gene”.	Include the question “can we connect genetics to this topic?” in every education planning meeting.	1/31/12 and ongoing
Set up 4 educational options for RN staff to participate in and bring final report on gained knowledge to the Annual Skills Fair (all disciplines attend Skills Fair for annual education)	4 educational options to include 1) Education tour of genetics lab, gaining knowledge re: current research taking place. 2) Read a current EBP article or link found on G2C2 re: genetics and Behavioral Health or pharmacogenetics, answer 3 questions re: content. 3) attend an education session hosted by Genomics staff 4) attend session hosted by Ethics Committee to mimic actual Ethics Consult with potential patient scenario with genetics topic. Each RN will turn in report on at least 1 of these events at the Skills Fair in June 2013. Connect with Nursing Integration Office to determine potential for including this in Professional Nurse Achievement Program and/or as continuing ed hours.	7/1/13 1/31/13
Connect annual mandatory suicide assessment/awareness training to genetics.	At November meeting with genomics team, propose including them in this annual training to present on the connection of genetics to suicide and depression to all Avera BHS staff.	4/1/13
Create poster specific to each Avera BHS unit in regards to genetics/genomics practice to be presented and available at Skills Fair.	Propose to unit councils to create poster highlighting their unit specific information in relation to genetics practice. (i.e. Child Program – ADHD)	7/1/13



# Plans for Genetic/Genomic Integration

Objective	Strategies/Methods	Timeline
Host genetics celebration in the light court.	Kick off “Year of Genetics at Behavioral Health” with a celebration in the light court at Avera Behavioral Health.	1/31/13
Discuss opportunities such as Cytochrome P450 testing for patients at Avera Behavioral Health	Schedule meeting with PharmD and Medical Director to discuss increased use of CYP450 testing at Avera Behavioral Health for patients and families. Do research to determine value of this practice and implement if beneficial.	1/31/13
Summarize “2013 ~ Year of the Gene” progress at the annual staff retreat.	Staff attends a mandatory retreat every August at Behavioral Health. A portion of the retreat will include genetics update to keep staff aware of the genetic services available in the hospital.	8/31/13

# 2013 - Year of the Gene!

## Kick Off in the Light Court



# 2013 - Year of the Gene!

## Visiting with Avera Genetics Institute Staff



# 2013 - Year of the Gene!

Yummy DNA cookies! (150 made – 6 left over)





# Anticipated Obstacles and Challenges

Identified Obstacle/ Challenge	Strategies/Methods to Address Obstacle/Challenge	Timeline
Gain financial assistance from at least one grant to help in costs related to educational/celebratory events.	Apply for Hearts In Healing Grant for funds to support education and celebration.	12/1/12
Determine potential for scholarship funds to offset costs for patients to pay for CYP450 testing.	Schedule meeting to determine if there is a donor or monies available for a scholarship program for patients unable to pay for CYP450 testing.	2/28/13
Determine availability of the genetics team.	The genetics team is busy completing great work but this may decrease the amount of availability they have for this project. Potential to educate dyad and then we can present to staff. Or video genetics team one time and show at another occasion to staff.	1/31/12

# ● ● ● | PDSA Cycle



- **Plan** – Schedule Kick Off event of 2013 – Year of the Gene in the Light Court to bring attention to genetics.
- **Do** – Avera Genetics Institute staff and MINC leaders at BHC host event and answer questions of staff who attended.
- **Study** – How many attended? **100+** Who attended? **Physicians, RNs, BHTs, PCTs, counselors, expressive therapists, residents, nursing students and instructors.**
- **Act** – Follow up on requests for more information from staff.



# Post Data



- Post survey will be re-administered in July 2013
- A number of nurses are asking if they can be involved in future projects related to genetics!
- Nurses and techs are asking when the genetics lab tours will be!
- Side conversations are revealing engagement and interest in nurses on all 5 units at BHC.





## Connecting our Project to

***Avera McKennan's***

## **5 Keys of Excellence and Strategic Goals**

*Ministry* – identify how the project/project leadership demonstrated the Avera values of compassion, hospitality and/or stewardship.

- All three values are encompassed in this project. The staff, patients and families at Avera BHC are embraced as we explore uncharted territory in the world of genetics and nursing. We are looking for more answers for the patients we serve at BHC. Our nurses and other staff are encouraged to learn more about the genetic connection to behavioral health disorders, and be better prepared to answer the questions patients and families have. We want to grow so we can better provide respect and dignity to those we serve.



## Connecting our Project to

***Avera McKennan's***

## **5 Keys of Excellence and Strategic Goals**

*People* – describe how the project impacted workforce satisfaction, engagement and development; and how the project improved workforce capability, capacity and/or environment.

- Awareness to staff
- Increased confidence and knowledge of staff – comfort level
- Collaboration between Genetics Institute and Avera BHC – building relationships
- Number of nurses requesting more information and to be involved in future projects related to genetics.



## Connecting our Project to

***Avera McKennan's***

## **5 Keys of Excellence and Strategic Goals**

*Service* – describe how the project meets customer expectations through satisfaction or outcomes.

- Serving our patients: exploring the potential to add additional service to patients by providing testing.
- Serving our staff: addressing questions that have surfaced over the recent years from staff about genetics and behavioral health disorders.



## Connecting our Project to

### *Avera McKennan's*

## 5 Keys of Excellence and Strategic Goals

*Quality* – identify how the project measured, aligned and reviewed data and information in order to improve performance and outcomes.

- RN Pre-Survey – identified the current comfort level and knowledge of the RN staff at BHC. Indicated a wide gap with definite room to increase the levels.
- Regarding use of the Cytochrome P450 test, looking at how often the test is done now – why it isn't used, what are the barriers. Reviewing what the pros and cons are of offering the test. Meetings with Avera Genetics Institute staff, administration and Medical Director.



## Connecting our Project to

***Avera McKennan's***

## **5 Keys of Excellence and Strategic Goals**

*Financial Stewardship* – identify the project's impact on maintenance or growth of services, and demonstrates the financial viability of continuing the project.

- Currently exploring options for funding the CYP450 for patients. i.e. scholarships, foundation funding, insurance coverage, etc.
- Potential to save the patients the time wasted in “trial and error” of medications.



It's just the beginning ...



Looking forward to the 5 – 10 year plan!



# Questions?

