

# INTRODUCTION

- Due to a rapidly growing geriatric population, there is an urgent need to advance innovative healthcare initiatives.
- Interdisciplinary collaboration is essential in geriatric healthcare settings due to the complex needs of older adults.
- Each different profession has a unique perspective on client care, and together can enhance the quality of client outcomes<sup>1</sup>.
- Developed a 10-month Geriatric Practice Leadership Institute (GPLI).
- Goals:
  - Develop transformational leaders within organizations
  - Cultivate interdisciplinary team development and growth
  - Enhance value-based client-focused care to older adults in primary healthcare systems

# METHODS

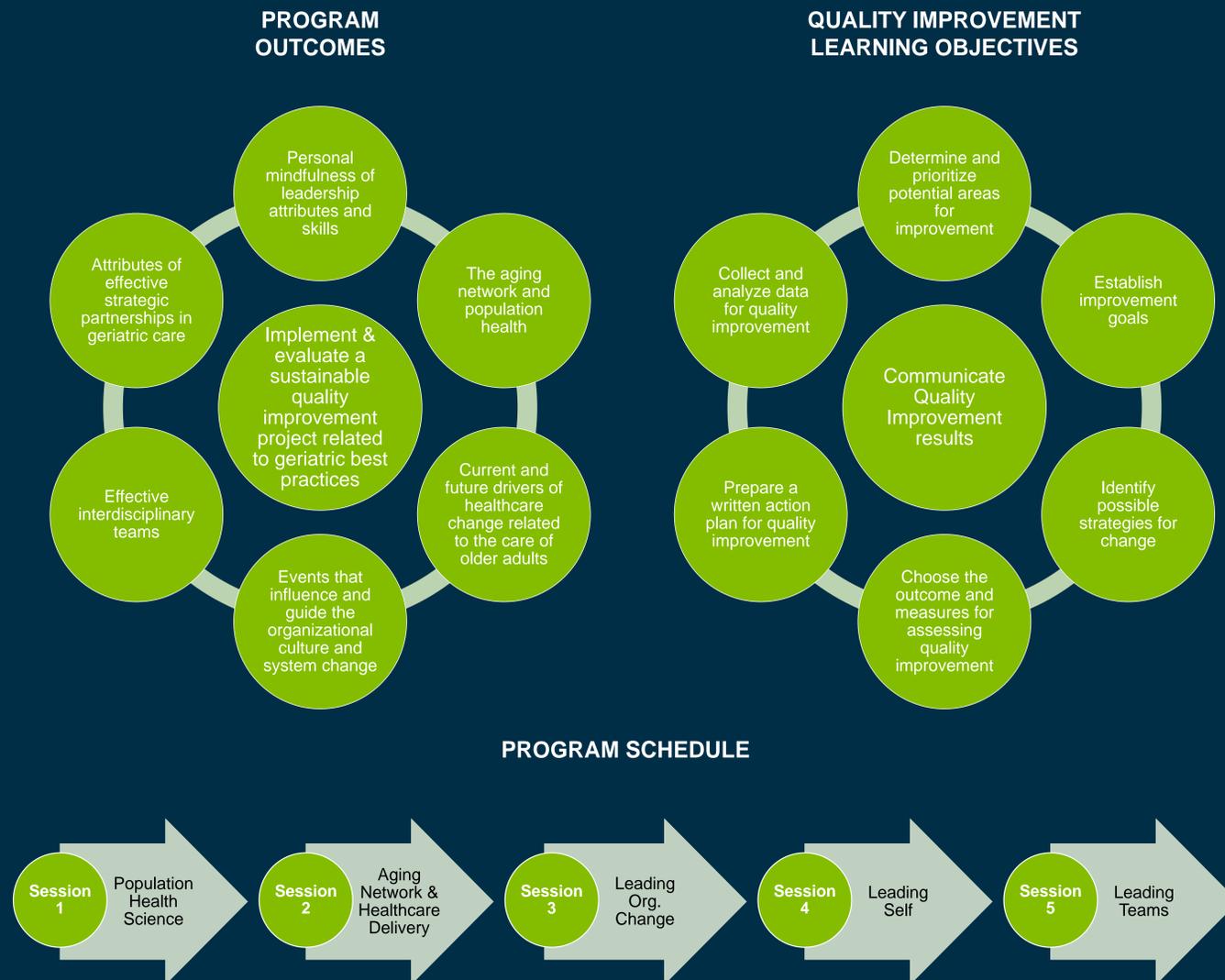
- A Rapid-Cycle Quality Improvement Approach was used to guide curricula.
- Each cohort attended three to five one-day sessions between September and December.
- Interdisciplinary teams developed a geriatrics related quality improvement project addressing a priority area for their client population (Table 1).
- Teams received support from a dedicated Coach, Program Faculty, and their respective organizations.
- An online learning platform provided additional resources for communication and team collaboration.
- Evaluation surveys using Likert scale items were administered after each session, at the end of the Institute, and 3 months post-institute completion.
- Open-ended responses were examined using qualitative thematic analysis.

**TABLE 1: Quality Improvement Projects**

Year	Priority Areas	Project Description
2016-2017	Health Literacy, Medication Management, Dementia Care	Develop an education bundle for family/caregivers of patients with dementia on our unit in order to improve their understanding of patients' medications, post-acute care needs and access to community resources following hospitalization.
2017-2018	Falls Prevention	Incorporate a falls risk assessment, at least partly based on the STEADI initiative as published by the CDC, when feasible, during our encounters with the elderly population.
2017-2018	Advance Care Planning, Health Literacy	Develop a uniformed approach to initiate actions to assure that each patient has an advance directive to physicians on the Electronic Medical Record.
2018-2019	Medication Management	Develop a program to help older patients manage medications effectively to reduce missed doses, decrease medication confusion, and increase the correct administration of medication.
2018-2019	Chronic Disease Self-Management, Falls Prevention, Advance Care Planning	Address development of sustainable model for delivery of the Aging Mastery Program in Activity Centers and in collaboration with the Tarrant County Community.

**References**  
 1. Clark, P. G. (2015). Emerging themes in using narrative in geriatric care: Implications for patient-centered practice and interprofessional teamwork. Journal of aging studies, 34, 177-182.

# Sustainable Quality Improvement in Geriatric Health Settings Through Leadership Training



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# RESULTS

Organizations Represented		
2016-2017	2017-2018	2018-2019
UNT Health Science Center	UNT Health Science Center	James L. West Center for Dementia Care
The Women's Center	Tarrant County MHMR	Tarrant County MHMR
Texas Health Fort Worth Hospital	Texas Health Fort Worth Hospital	Texas Health Fort Worth Hospital
Brookdale Senior Living	Brookdale Senior Living	Sixty & Better
JPS Health Network	JPS Health Network	JPS Health Network
UT Southwestern	MedStar Mobile Healthcare	MedStar Mobile Healthcare
		Health Services of North Texas Texas Health & Human Services

Trainees by Discipline by Year (n=85)	2016-2017 (n=27)	2017-2018 (n=25)	2018-2019 (n=33)
Administration	41%	40%	42%
Nurse	22%	16%	21%
Physician	4%	12%	6%
Social Worker	7%	4%	3%
Pharmacist	7%	4%	0%
Occupational Therapist	4%	4%	6%
Physical Therapist	4%	4%	0%
Paramedic	0%	12%	6%
Other	11%	4%	15%

Data from Survey at 3 Months Post Institute Completion (n=34)

- Individuals from 12 different teams provided survey responses
- Out of those 12 teams, 7 continued to operate with plans for expansion
- Perceived challenges to project sustainability include time restraints, staffing needs, funding needs, and stakeholder engagement within organizations

Final Evaluation Survey Likert Scale Items (n=80)	Strongly Agree or Somewhat Agree %
Trainees improved knowledge and skills in collaborating as a healthcare team in patient care	100%
Trainees improved understanding of unique and shared roles and responsibilities	99%

# CONCLUSION & DISCUSSION

- Focusing on the development of interdisciplinary team collaboration and communication can foster development of interventions that improve geriatrics care in health systems.
- Interdisciplinary teamwork in conjunction with leadership training can produce rapid change in health practices.
- Projects developed with the GPLI are sustainable, and provide continuous data collection for future use.
- Institute graduates feel more confident about leading future quality improvement projects.
- Teams will disseminate their work through abstracts, posters, and presentations.
- Teams will receive a certificate of participation upon completion of the Institute.
- Benefits of the GPLI extend beyond the participant to their respective organization.
- As participants improve their leadership and project development skills, the organization will become better prepared to serve a rising aging population.
- With a goal to expand quality geriatrics care into rural and underserved areas, the GPLI will transition to an online format.
- An online participation option will allow the program to impact geriatric health systems nationwide.

# ACKNOWLEDGEMENTS

Collaborating partners:

