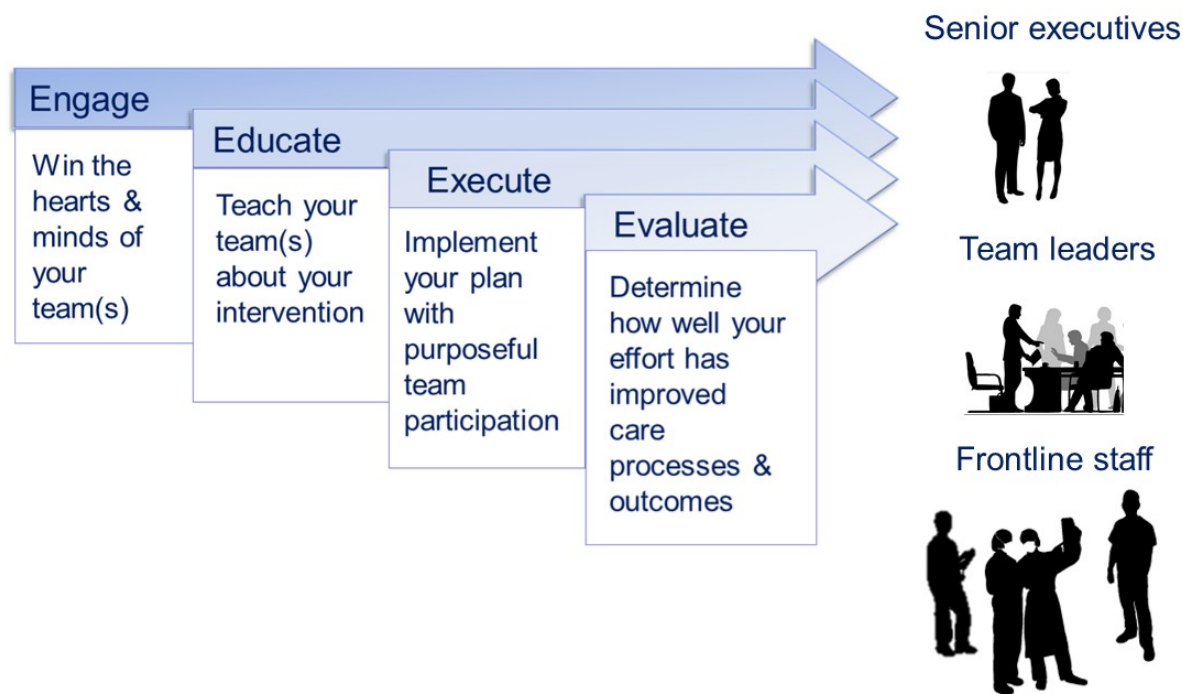


Principles of Safe Design

Helping teams develop a systems lens

Educating teams about the science of patient safety is an important first step in helping teams develop a systems view of their care settings and a mindset that embraces continuous learning. It's why educating teams on the science of safety is a foundational element of the Comprehensive Unit-Based Safety Program (CUSP).

However, we all know that effective learning is more than about sitting through a training session—whether it's online or face-to-face or uses some blended approach. Learning that translates into competencies requires reinforcement, coaching, and role models. You may find that using the “4E's” is a good framework for spreading understanding of the science of safety (Pronovost, et al. 2006).



Principles of Safe Design

Planning for Success: Educating Teams on the Science of Safety		
Applying the 4E's	Some guidance	Your work setting, your plan
<p>Engage: Win the hearts and minds of your team members</p>	<ul style="list-style-type: none"> • Make the value obvious & relevant to your work setting • Use a variety of communication channels (e.g., team meetings, bulletin boards, newsletters, etc) to keep principles of safe design and learning opportunities “top of mind” • Share success stories by letting others know how team members have improved safety by applying safe design principles 	
<p>Educate: Teach your team members about the science of safety</p>	<p>Resources</p> <ul style="list-style-type: none"> • Understand the Science of Safety. February 2013. Agency for Healthcare Research and Quality, Rockville, MD. • <i>Becoming a Patient Safety Hero</i> (offered through myLearning for all Johns Hopkins employees) <p>Tips</p> <ul style="list-style-type: none"> • Connect science of safety training to a practice opportunity by asking staff to complete the Staff Safety Assessment • Reinforce learning through different communication channels (engagement and learning go hand-in-hand!) • Coach and act as role models for more junior staff members • Don't forget to train new staff! This attendance sheet can help you keep track. 	

Principles of Safe Design

Planning for Success: Educating Teams on the Science of Safety		
Applying the 4E's	Some guidance	Your work setting, your plan
<p>Execute: Implement your training plan with purposeful team participation</p>	<p>As a team, remember to identify:</p> <ul style="list-style-type: none"> • Who owns which actions • Resources needed • Potential barriers and ways to reduce those barriers • Deliverables and target dates (not just for the logistics of training but for implementing your engagement plan) 	
<p>Evaluate: Determine how well your effort has improved care processes and outcomes</p>	<ul style="list-style-type: none"> • Ensure at least 80% of your staff have completed the training before moving on to the next CUSP step • Invite team members to share success stories here as well, asking them how their training has influenced their care processes 	

Reference

Pronovost PJ, Berenholtz SM, Goeschel CA, et al. Creating high reliability in health care organizations. *Health Serv Res.* 2006;41(4 Pt 2):1599-1617.