

Armstrong Institute Patient Safety and Quality Leadership Academy

Description

Our goal is to train current and future health care leaders who can bridge systems and transform the clinical health care setting in alignment with the organizational goals of eliminating harm and creating a culture of caring. The scholars will develop competencies necessary to develop and execute an intervention to improve patient safety and quality in their health care organizations. As part of the program, scholars will initiate, plan, and lead a sustainable, multidisciplinary patient safety or quality improvement project at Johns Hopkins. They also will identify and apply metrics to evaluate the impact of their projects on patient outcomes.

Learning Objectives

By end of the program, scholars will formulate, implement, and evaluate a quality and patient safety project and demonstrate capacity to:

- Discuss and apply the Science of Safety, patient safety culture and principles of safe design on the Science of Safety and other relevant topics.
- Understand the characteristics and leadership habits of a High Reliability Organization
- Apply fundamental patient safety principles, such as human factors, safe design and high reliability, to resolve significant system problems.
- Discuss the role of event reporting in improving safety and building a safety culture, and the process for reviewing reported events and learning from these events.
- Appropriately scope and outline a quality and safety project, including writing a problem statement, aim statement and metrics for evaluation.
- Conduct a stakeholder analysis, discuss the multidisciplinary nature of systems change and engage stakeholder groups for change management.
- Promote strong teamwork and communication skills in advancing patient safety and team performance.
- Understand rigorous safety culture measurement and how to analyze results to improve.
- Summarize lessons learned from development and improvement efforts in a poster, manuscript, or thought piece.

Faculty

- Program Co-Directors: Samantha Pitts, MD, MPH, Julia Kim, MD, MPH
- Assistant Program Director: Matt Stuart, MD, PhD
- Faculty: Lori Paine, DrPH, RN, MS; Melinda Sawyer, DrPH, MSN, RN, CNS-BC; Cheryl Dennison Himmelfarb, PhD, RN, ANP, FAAN; Richard Day, MS

- Faculty and senior staff in the Armstrong Institute will serve as educators and active mentors for scholars.

Eligibility

A Health Care professional with:

1. Passion to impact quality and patient safety with genuine interest in developing as a Quality and Patient Safety Leader and applying practice to current employment.
2. Primary employment/practice at a Johns Hopkins Medicine affiliate, with at least 50% of scheduled hours/effort.
3. Ability to attend Friday morning sessions from September 2018 through May 2019 (see Curriculum, below)
4. Basic computer skills, working in a Windows environment. (Familiarity with the following programs a plus but not required: Microsoft Excel or Access, or a statistical package STATA or SPSS).

Tuition and Support

There is no direct out-of-pocket cost for Johns Hopkins faculty and staff. The cost for the program is covered via a [noncredit tuition remission benefit](#). For JHU employees eligible for noncredit professional development course tuition remission, the cost for the program is \$9,500. There is no annual dollar limit or reduction of annual limits for non-credit professional development courses. Program costs will be waived for applicants for whom this benefit does not apply.

For the 2018-2019 academic year, we are offering a stipend to support a portion of the effort (FTE) for participation in the program for a scholar who is a member of a racial and/or ethnic population that is underrepresented in the quality and safety medical profession relative to the general population.

(http://www.hopkinsmedicine.org/Medicine/faculty-staff/diversity/uim_definition.html)

Application Process

By April 20, 2018, please complete an application online and upload the following documents to [2018- 2019 Leadership Academy Application Link](#).

- Curriculum vitae (CV) or resume
- Photo
- Essay of up to 350 words describing your qualifications for the leadership program. The essay should describe your current role and interest in patient safety/quality improvement (PS/QI), past experience in PS/QI, ideas for your leadership academy project, and how this training will fit into your professional goals.
- [Signature of support](#) from your director or supervisor.
- Applicants selected for interview with at least one Armstrong Institute staff member will be contacted.
- Final selection will be endorsed by the Armstrong Institute's leadership team and announced by **June 22, 2018**.
- Classes begin on September 7, 2018.
- Contact AllLeadershipAcademy@jhmi.edu or program directors [Samantha Pitts](#), [Julia Kim](#) or [Matt Stewart](#) with any questions.

Time Commitment and Effort Allocation

- Over nine months, participants devote an estimated 240 hours — or 10 percent effort— on work related to the program. The majority of effort is self-directed and flexible; participation in lectures and live training programs is required.

Activity	Estimate	Description
9-months of didactic training in quality and safety held on Friday mornings every other week (didactic sessions, 9 AM – noon, lunch and networking, noon – 1 PM)	72 hours	Attendance required; See curriculum below for dates.
Completing a quality improvement project to learn the process tools for change (4 hr/every other week)	72 hours	This includes self-paced time spread out through the year for literature review, mentoring time for project scoping and data analysis, along with project management time and facilitating task force meetings.
Practicum participation	20 hours	This includes attendance and participation in organization quality and patient safety meetings—to be selected by the scholar— spread out over the duration of the program.
Two-day Lean Six Sigma training course	16 hours	Two-day offsite workshop on quality methods
On-line Patient Safety Certificate Program	20 hours	On-line workshop on Patient Safety
Presentations and manuscript preparation	36 hours	Documenting quality and safety project and disseminating those findings
Total	236 hours (10% Effort)	

Curriculum

Prerequisites:

- Online Patient Safety Certificate Program – course available for no charge in myLearning. Must be completed by October 5, 2018.

Time: Friday morning, 9a-1p (Didactic sessions: 9a –12p, Networking and Lunch

session: 12p – 1p)

Date	Topics (exact order of didactic session topics may change)
9/7/2018	Orientation
9/18-19/2018	Attend 2-Day Lean Sigma Training
9/21/2018	Quality Improvement Measurement and Public Reporting
10/5/2018	Translating Research into Practice (TRIP)
10/19/2018	High Reliability Organizing
11/2/2018	Safety Culture Measurement
11/16/2018	Quality Improvement & Public Reporting
11/30/2018	Design Thinking
12/14/2018	Coaching Teams
1/4/2019	Measurement in Quality and Patient Safety
1/18/2019	Just Culture and Adverse Event Reporting / Second Victims
2/1/2019	Project in Progress Review
2/15/2019	Friday Night in the ED
3/1/2019	Patient Experience and Patient/Family Engagement
3/15/2019	Regulatory Compliance in Healthcare
3/29/2019	Risk Management in Healthcare
4/5/2019	Project in Progress Review
4/19/2019	Human Factors in Healthcare
5/3/2019	Organizing Content of Patient Safety & QI Research Manuscript
5/17/2019	Myers-Briggs & Patient Safety and Quality
5/31/2019	Final Presentation and Celebration

Lean Sigma Training:

- Lean Sigma Prescription for Healthcare 2-day training is required. This course will provide the skills and methodology for improving healthcare quality and safety.
- The 2-day training is scheduled for Tuesday 9/18/18 – Wednesday 9/19/18, specifically for Leadership Academy scholars.
- Scholars may make other arrangements to take the 5-day Lean Sigma course, in lieu of the 2-day training. Scholars who already have lean sigma training may opt-out.

Criteria for Completion:

Criteria for successful completion of the program are as follows:

- Required attendance at lectures and courses
- Completion of a patient safety or quality improvement project
- Poster presentation or manuscript summarizing improvement efforts

Upon completion, the student will receive a certificate of completion.