Driving Hospital Quality

Jay Kaplan, MD, FACEP

Physician coach/consultant/mentor

Former Medical Director of Care Transformation,
LCMC Health

Clinical Associate Professor of Medicine,
LSU Health Sciences Center
University Medical Center New Orleans

What is Quality?

Some Would Say . . .

- Clinical Quality (Quality for patients) is the real deal, the “hard stuff.”
- Service Excellence (Customer service) is the “fluff stuff.”

Does the Patient Experience Affect Quality?

Physician communication correlates STRONGLY with adherence rates by patients in acute and chronic disease. There are now over 100 observational and 20+ experimental studies published demonstrating the correlation of communication (patient satisfaction) with compliance. **Compliance with treatment regimens has significant influence on quality measures in chronic disease and outcomes**.

Medical Care: August 2009 - Volume 47 - Issue 8 - pp 826

British Medical Journal 2013
http://dx.doi.org/10.1136/bmjopen-2012-00157

- Patient experience is positively associated with clinical effectiveness and patient safety.
- Associations appear consistent across a range of disease areas, study designs, settings, population groups and outcome measures
  - Positive associations 429 studies (77.8%)
  - No association 127 studies (22%)
  - Negative association 1 study (0.2%)

Annals of Internal Medicine, May 2006

Patients' Global Ratings of Their Health Care Are Not Associated with the Technical Quality of Their Care

John T. Chang, MD, MPH; Ron D. Hays, PhD; Paul G. Shekelle, MD, PhD; Catherine H. MacLean, MD, PhD; David H. Solomon, MD; David B. Reuben, MD; Carol P. Roth, RN, MPH; Caren J. Kamberg, MSPH; John Adams, PhD; Roy T. Young, MD; and Neil S. Wenger, MD, MPH

2 May 2006 | Volume 144 Issue 9 | Pages 665-672

"Better Communication Was Associated with Higher Global Ratings of Health Care"

Setting: 2 managed care organizations.

Patients: Vulnerable older patients identified by brief interviews of a random sample of community-dwelling adults 65 years of age or older who received care in 2 managed care organizations during a 13-month period.

Measurements: Survey questions from the second stage of the Consumer Assessment of Healthcare Providers and Systems program were used to determine patients' global rating of health care and provider communication. A set of 236 quality indicators, defined by the Assessing Care of Vulnerable Elders project, were used to measure technical quality of care given for 22 clinical conditions; 207 quality indicators were evaluated by using data from chart abstraction or patient interview.

Results: Data on the global rating item, communication scale, and technical quality of care score were available for 236 vulnerable older patient In a multivariate logistic regression model that included patient and clinical factors, better communication was associated with higher global ratings of health care. Technical quality of care was not significantly associated with the global rating of care.

AHRQ Healthcare Quality Domains

- **Safe**: Avoiding harm to patients from the care that is intended to help them.
- **Effective**: Providing services based on scientific knowledge to all who could benefit and refraining from providing services to those not likely to benefit (avoiding underuse and misuse, respectively).
- **Patient-centered**: Providing care that is respectful of and responsive to individual patient preferences, needs, and values and ensuring that patient values guide all clinical decisions.
- **Timely**: Reducing waits and sometimes harmful delays for both those who receive and those who give care.
- **Efficient**: Avoiding waste, including waste of equipment, supplies, ideas, and energy.
- **Equitable**: Providing care that does not vary in quality because of personal characteristics such as gender, ethnicity, geographic location, and socioeconomic status.

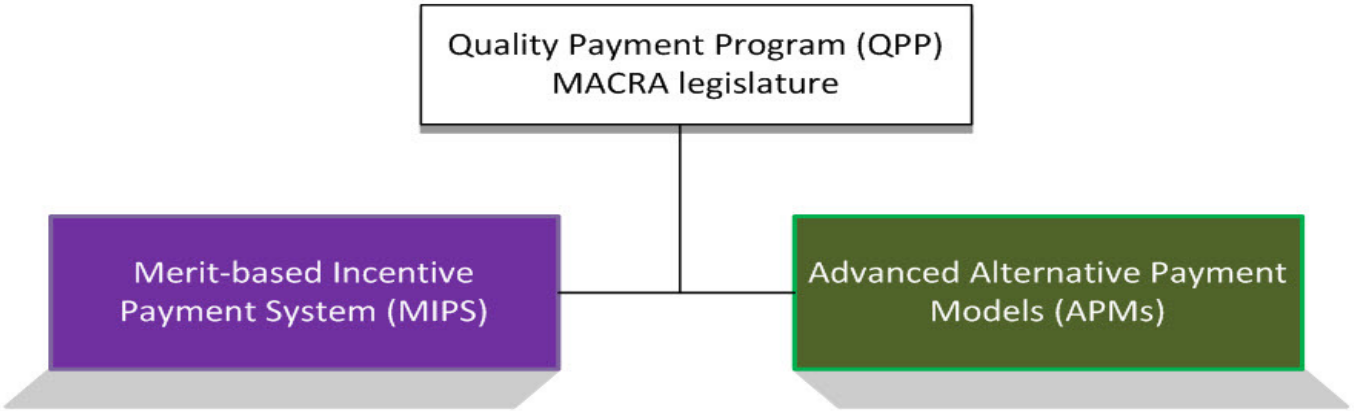
CMS Quality Measures Domains

The 6 NQS domains are:

1. Patient Safety
2. Patient and Family Engagement
3. Care Coordination
4. Clinical Processes/Effectiveness
5. Population/Public Health
6. Efficient Use of Healthcare Resources

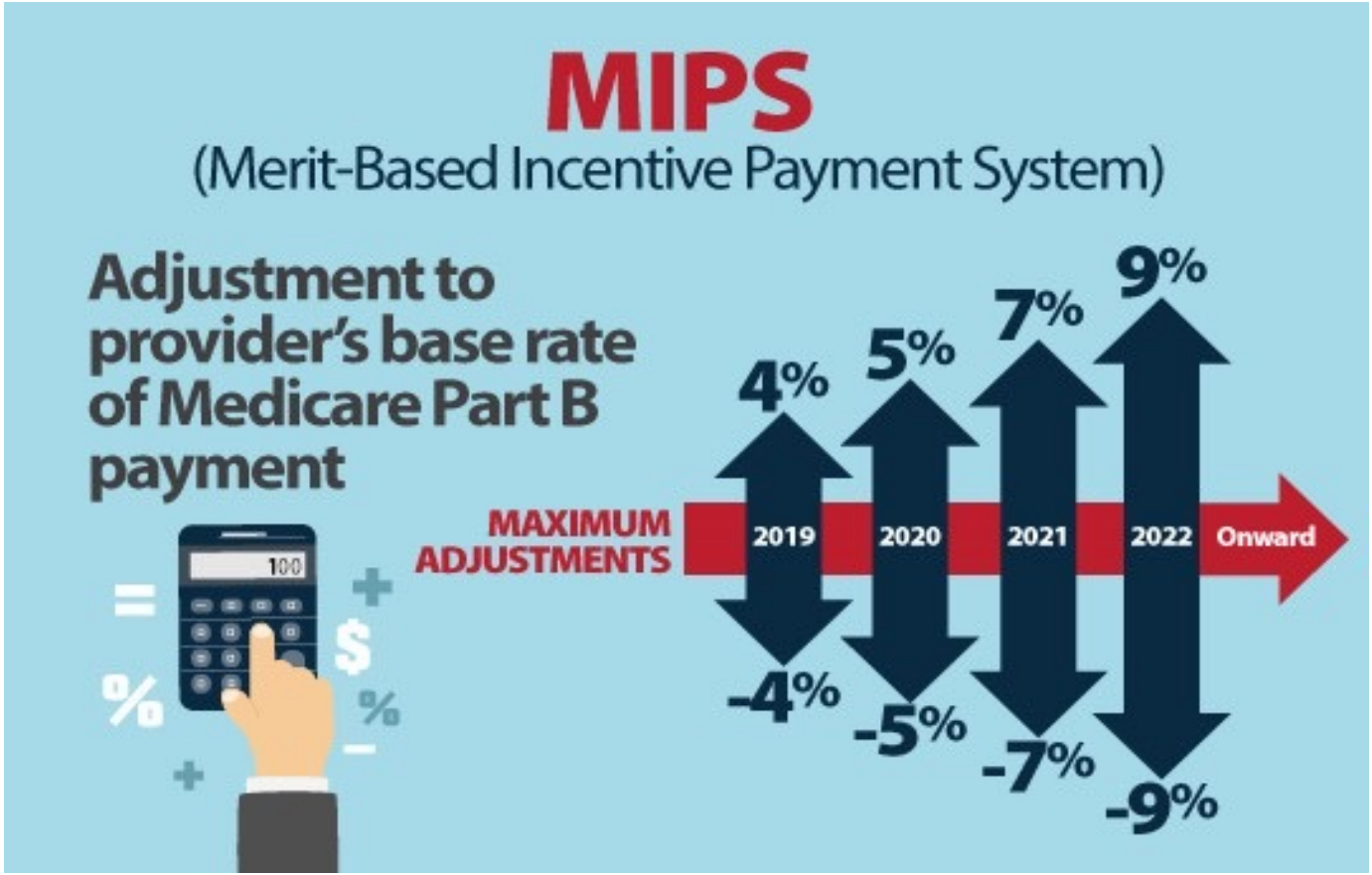
Another Way To Say That

1. Making care safer by **reducing harm** caused in the delivery of care.
2. Ensuring that each person and family are **engaged** as partners in their care.
3. Promoting effective communication and **coordination of care**.
4. Promoting the **most effective treatment** and prevention practices for the leading causes of mortality starting with cardiovascular disease.
5. Working with **communities** to promote best practices to enable healthy living.
6. Making quality care **more affordable** for families, individuals, employees, and government by developing and spreading new health care delivery models.



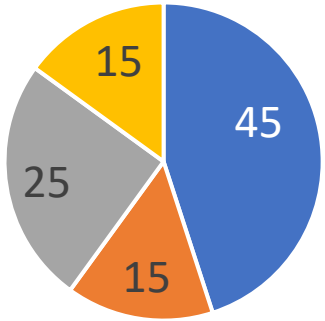
- Eligible clinicians report on four performance categories to determine their payment adjustment.
- Participants
  - Physicians
  - Physician Assistants
  - Nurse Practitioners
  - Clinical Nurse Specialists
  - Certified Registered Nurse Anesthetists

- Eligible clinicians who are part of an Advanced APM designated by CMS receive a 5% bonus incentive payment
- Advanced APMs
  - CPC+
  - MSSP Track 2 / 3
  - Next Gen ACO
  - Comprehensive ESRD Care (CEC)

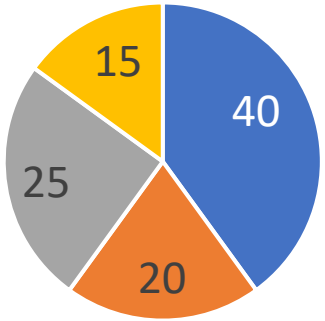

MIPS
(Merit-Based Incentive Payment System)
Adjustment to provider's base rate of Medicare Part B payment
MAXIMUM ADJUSTMENTS
2019
2020
2021
2022
Onward
4%
5%
7%
9%
-4%
-5%
-7%
-9%

MIPS Scoring in 2022

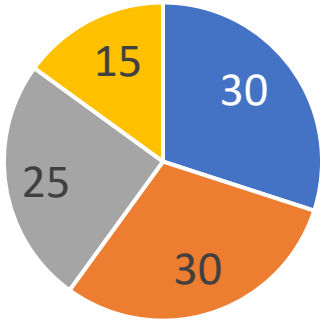
2022 Payment Year (2020 Perf Year)



2023 Payment Year (2021 Perf Year)



2024 Payment Year* (2022 Perf Year)



Quality | Cost | Promoting Interoperability | Improvement Activities

https://mdinteractive.com/mips-blog/cms-releases-2022-mips-final-rule-key-takeaways

ECQMC

Emergency Care Quality Measure Consortium

Emergency Care Quality Measure Consortium

ECQMC is an industry-leading coalition founded by ACEP in 2019.

Vision

The goal of the Emergency Care Quality Measure Consortium (ECQMC) is to improve the quality, safety, and transparency of emergency care by ensuring the development of meaningful measures that will improve patient outcomes and reduce costs. Further, by promoting quality measure alignment across emergency medicine, ECQMC will help reduce the burden of measurement and will improve the efficiency of measure development and maintenance.

Why join ECQMC?

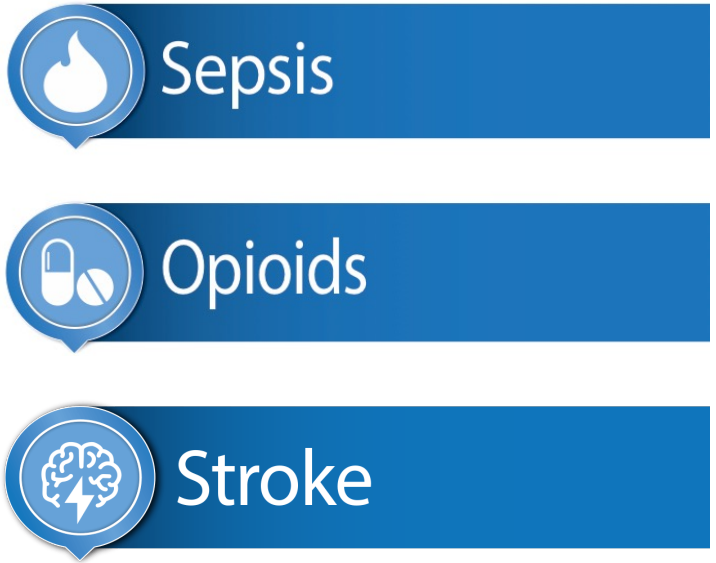
Emergency medicine (EM) is underrepresented within quality measurement, as there are currently only a few measures that are truly meaningful for EM clinicians. Each year that short list of existing EM measures gets even shorter, as measures are "topped out" and eliminated. There is most definitely an urgent need to develop new meaningful EM measures, and ECQMC represents a great opportunity to take the driver's seat in that effort. By becoming a member of

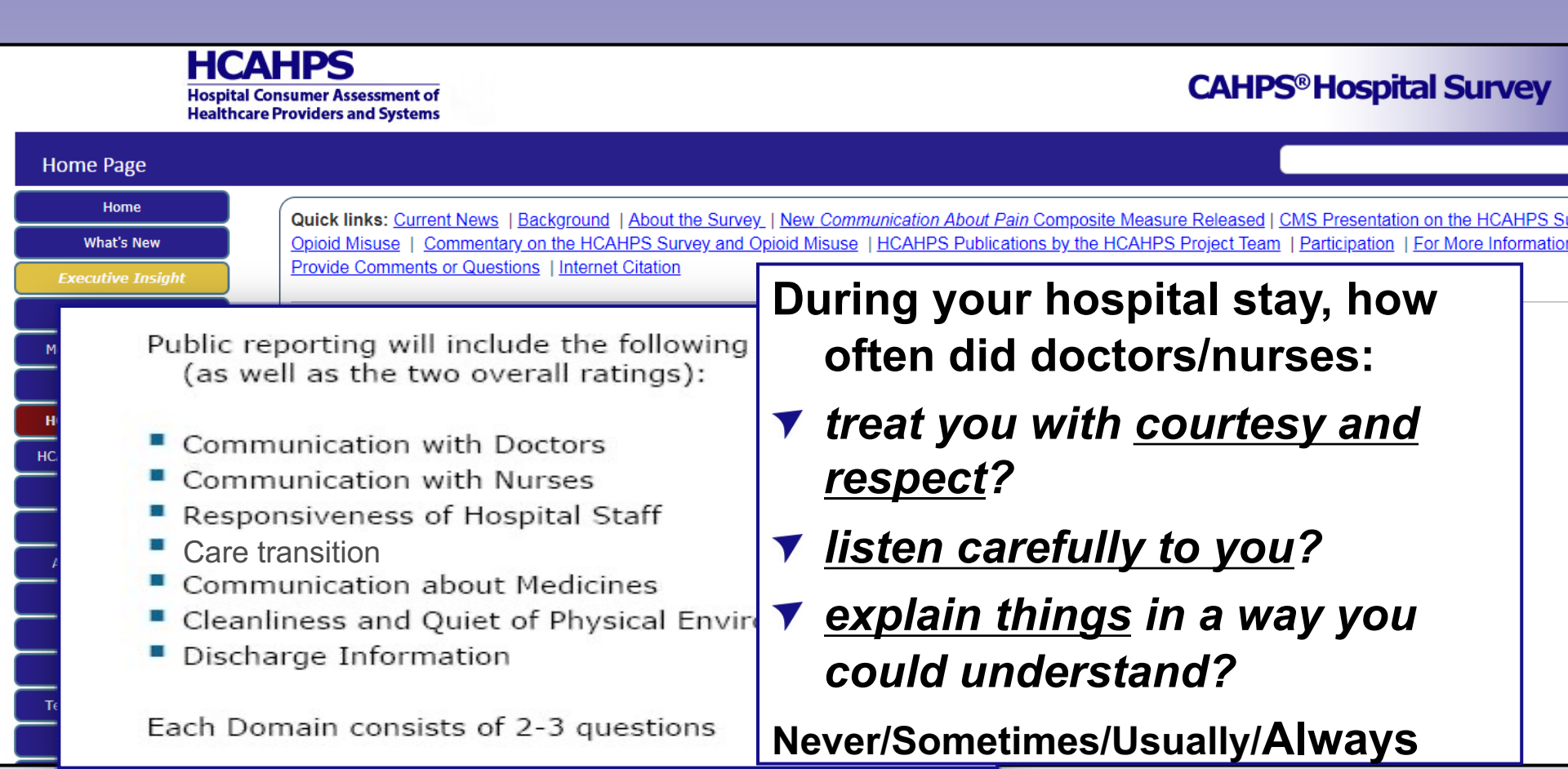
https://www.acep.org/contentassets/b2d2871448b64c23985b6f1853ccb077/ecqmc-flyer .pdf

E-QUAL Mission:

American College of Emergency Physicians®
ADVANCING EMERGENCY CARE

"Engage emergency clinicians and leverage emergency departments to improve clinical outcomes, coordination of care and to reduce costs"




HCAHPS
Hospital Consumer Assessment of Healthcare Providers and Systems
CAHPS® Hospital Survey
Home Page
Home
What's New
Executive Insight
Quick links: Current News | Background | About the Survey | New Communication About Pain Composite Measure Released | CMS Presentation on the HCAHPS Su
Opioid Misuse | Commentary on the HCAHPS Survey and Opioid Misuse | HCAHPS Publications by the HCAHPS Project Team | Participation | For More Information
Provide Comments or Questions | Internet Citation
Public reporting will include the following (as well as the two overall ratings):
Communication with Doctors
Communication with Nurses
Responsiveness of Hospital Staff
Care transition
Communication about Medicines
Cleanliness and Quiet of Physical Envir
Discharge Information
Each Domain consists of 2-3 questions
During your hospital stay, how often did doctors/nurses:
treat you with courtesy and respect?
listen carefully to you?
explain things in a way you could understand?
Never/Sometimes/Usually/Always

ED PEC Survey, renamed ED CAHPS

- https://www.cms.gov/files/document/ed-cahps-10-2-column-survey-english-july-2020.pdf
- Is not mandatory and no plans to make it so
- 24 questions about care received
- 9 demographic questions
- No questions on pain
- Several questions on follow-up

The ED Global Rating Question

23. Using any number from 0 to 10, where 0 is the worst care possible and 10 is the best care possible, what number would you use to rate this emergency room visit?

0 Worst care possible

1

2

3

4

5

6

7

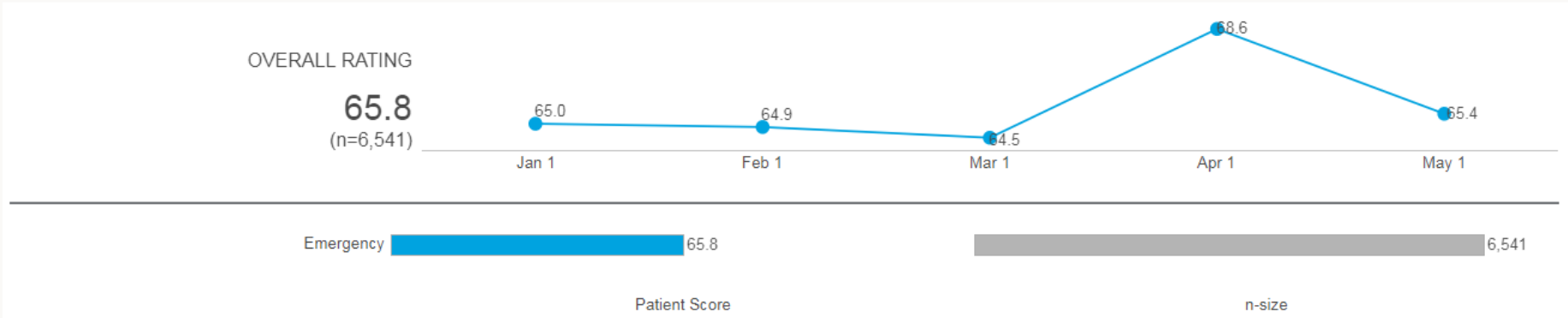
8

9

10 Best care possible

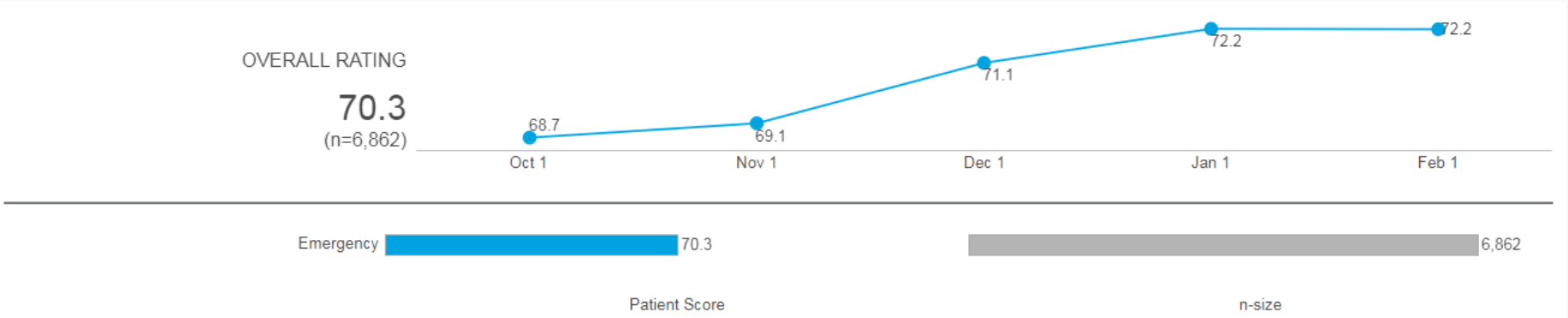
Real-Time Analysis — 53rd percentile

Favorite | Subscribe | Export | Jan 01, 2019 - May 04, 2019



Real-Time Analysis — 75th percentile

Favorite | Subscribe | Export | Oct 01, 2019 - Feb 04, 2020

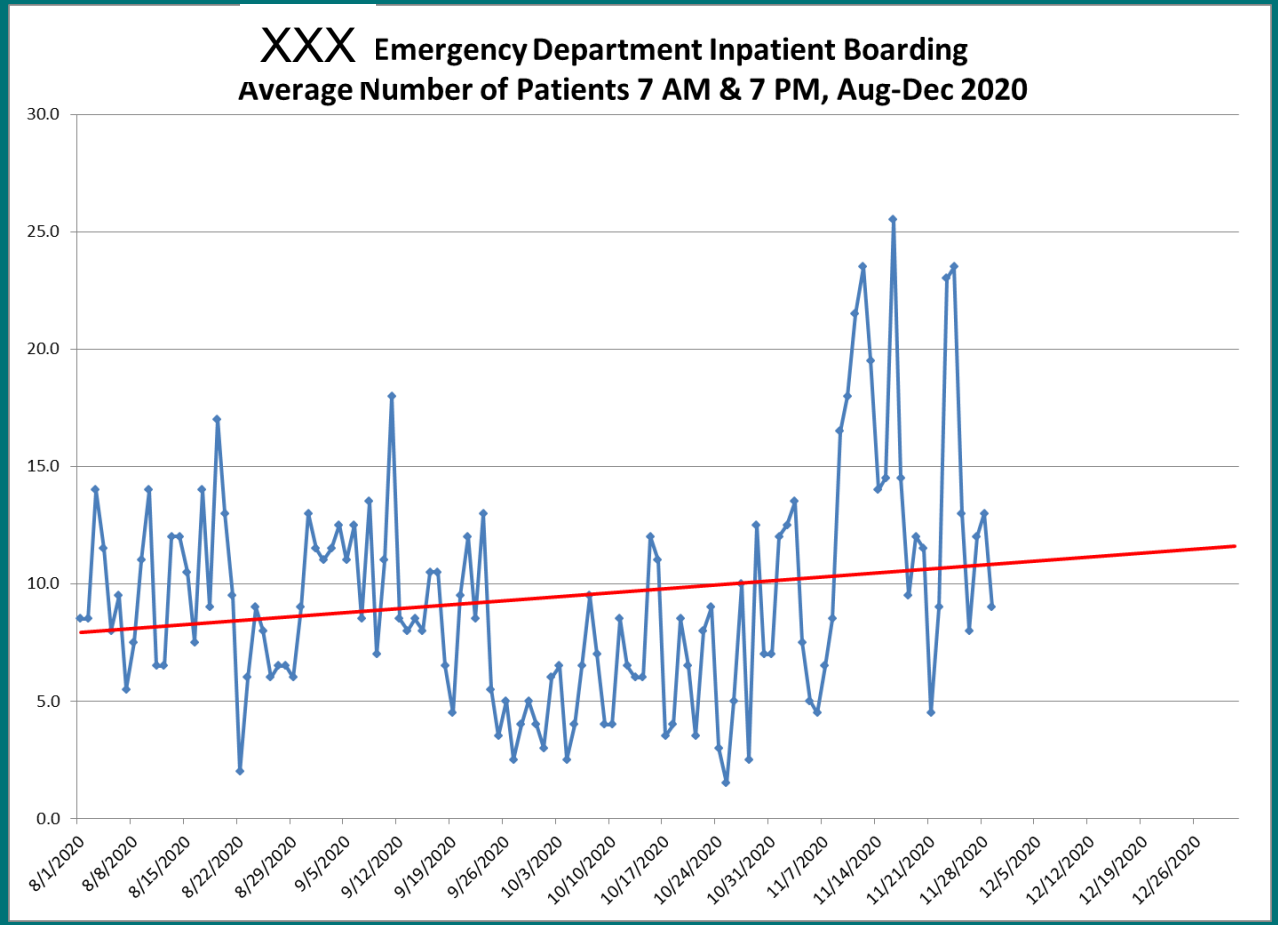


Boarding week of November 23-29, 2020

Date	Time	A	B	C	D	E
11/23/2020	7:00 AM	20	5	0	0	1
11/23/2020	7:00 PM	26	14	3	1	0
11/24/2020	7:00 AM	31	4	1	0	0
11/24/2020	7:00 PM	16	10	3	1	1
11/25/2020	7:00 AM	16	7	0	0	0
11/25/2020	7:00 PM	10	10	4	3	0
11/26/2020	7:00 AM	7	5	1	1	0
11/26/2020	7:00 PM	9	5	4	0	0
11/27/2020	7:00 AM	12	7	1	0	0
11/27/2020	7:00 PM	12	11	1	0	0
11/28/2020	7:00 AM	19	4	1	0	0
11/28/2020	7:00 PM	7	9	2	2	1
11/29/2020	7:00 AM	10	6	0	0	1
11/29/2020	7:00 PM	8	8	0	2	0
Daily #		14.5	7.5	1.5	0.7	0.3
Daily # last week		12.4	7.7	1.5	2.4	0.6

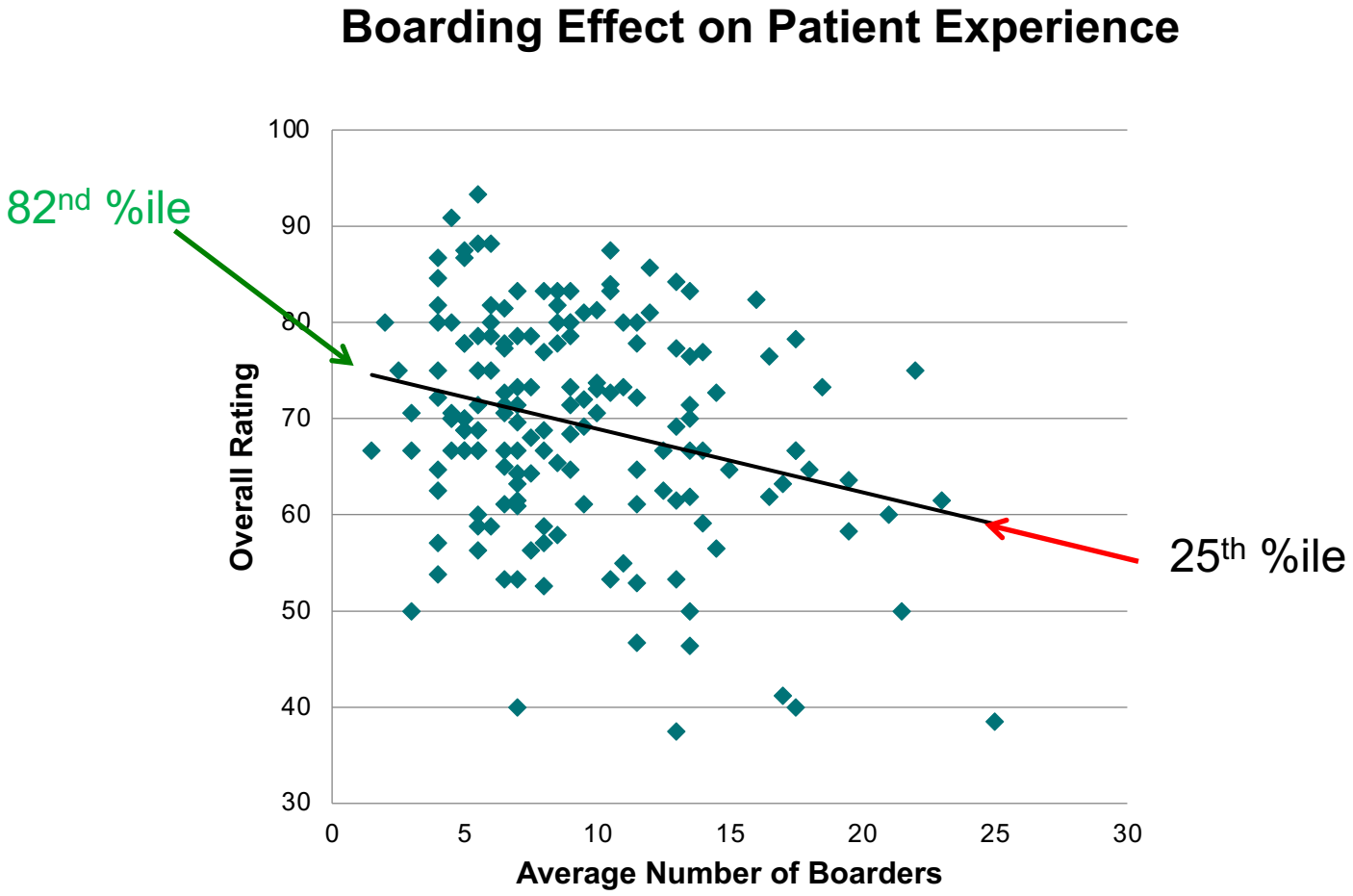
LCMC Health

Boarding graphs for each facility

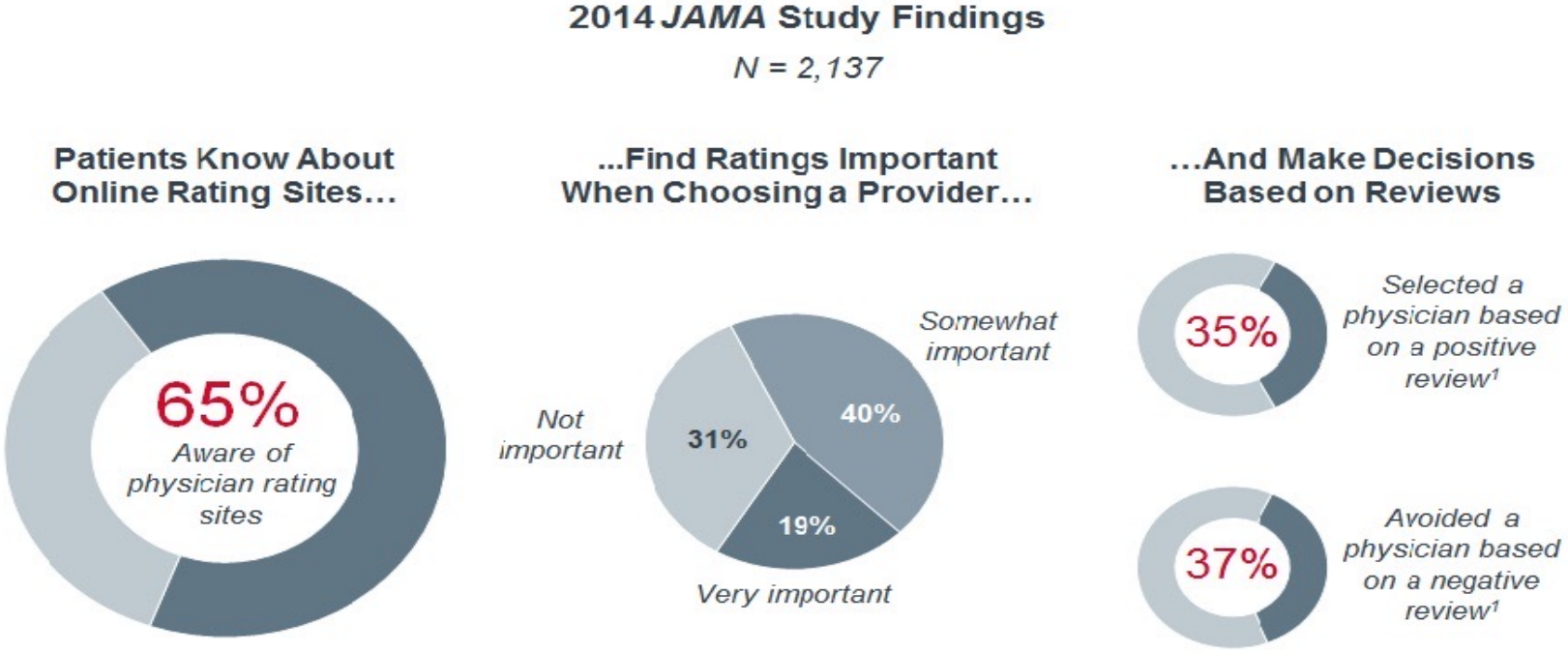


LCMC Health

Correlation of Boarding & ED Patient Experience



Online Patient Exp. Ratings Driving Physician Selection

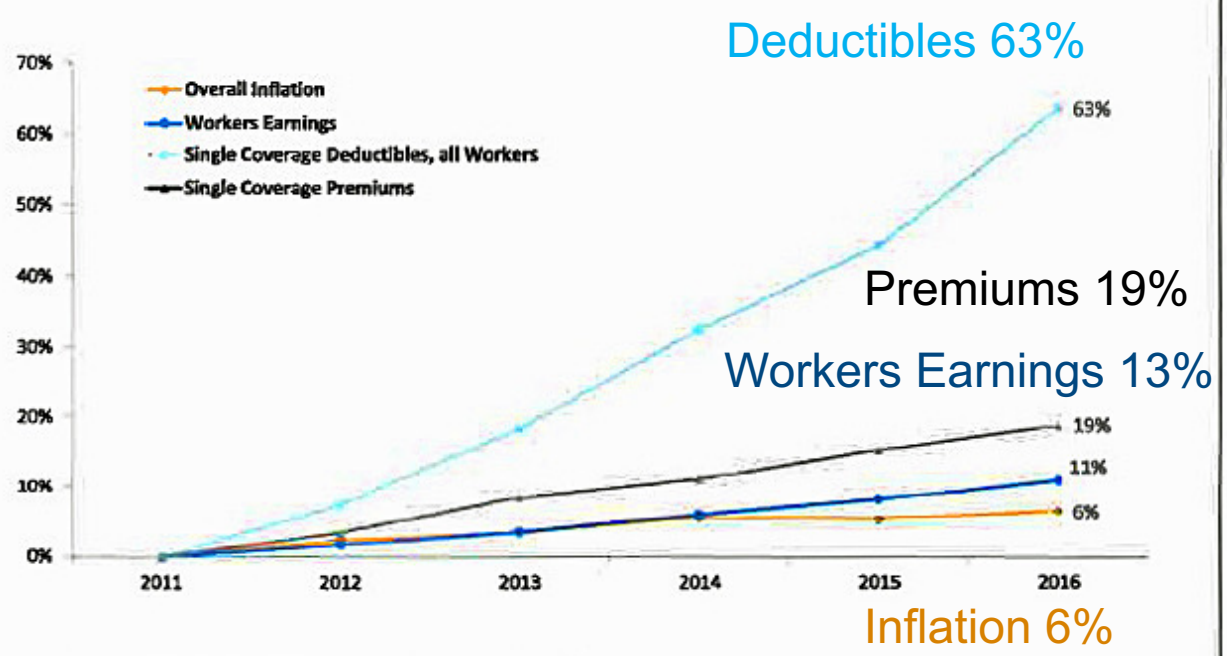


Source: The Advisory Board, advisory.com

High Deductible Insurance Plans

Figure 4

Cumulative Increases in Health Insurance Premiums, General Annual Deductibles, Inflation, and Workers' Earnings, 2011-2016



NOTE: Average general annual deductible is among all covered workers. Workers in plans without a general annual deductible for in-network services are assigned a value of zero.
SOURCE: Kaiser/HRET Survey of Employer-Sponsored Health Benefits, 2011-2016. Bureau of Labor Statistics, Consumer Price Index, U.S. City Average of Annual Inflation (April to April), 2011-2016; Bureau of Labor Statistics, Seasonally Adjusted Data from the Current Employment Statistics Survey, 2011-2016 (April to April).

The Old Paradigm

Care = Income

The New Paradigm

Outcome = Income

(Exceptional Clinical Quality

&

Extraordinary Patient Experience)

$$$

The Definition of Quality in Emergency Medicine Has Changed . . .

- Reduce avoidable admissions
- Reduce re-admissions
- Reduce unnecessary testing
- Improving patient cycle-time (reduce time off from work, reduced pain and anxiety, etc..)
- ED no longer to “Door to the Hospital” → now the “Porch of the Medical Neighborhood”

Can We Change the SOP from . . . ?

“I’m going to do it my way.”

to

“We’re going to do it our way.”

(Become more consistent and reliable in our delivery of care → the catch phrases: “High Reliability Organization” and “Zero Preventable Harm”)

Strategies to Improve Quality

- **Pro-Active**
  - **Leader/Physician Rounding**
  - **Dashboard/Action Plan**
  - **Discharge Follow-Up Phone Calls**
- PI/Six Sigma/Lean
- Retrospective
  - Systems Metrics
  - Quality Assurance
  - Clinical Compliance

Rounding in the ED

- Nurse Leader round each shift on employees
- MD Leader round once weekly on MDs and patients, connecting the dots
- Clinical Leaders round every 4 hours on patients and staff, connecting the dots
- Technical staff round frequently at discretion of Charge RN to do “comfort rounds”
- Rounding in reception area (decrease your LNS)

Key Tactic: Leader Rounding on Staff

- **Harvest Wins:**
  "Are there any individuals or physicians you would like me to compliment or recognize?"
- **Focus on the Positive:**
  "What is going well today?"
- **Identify Process Improvement Areas**:
  "What systems can be working better?"
- **Repair and Monitor Systems**
  "Do you have the tools and equipment to do your job?"
- **Coach on Behavior/Performance Standards**
  "Our focus for the day is__. Can you do that?"

Verifying Behaviors: Leader Rounding on Patients

LEADER ROUNDING LOG

Good morning. My name is _____. I am medical/nursing director of ____. I am just stopping by because we put our patients First, and our goal is to give you exceptional care. Would you be willing to share your experience in the hospital with me?

y staff and I are doing everything we

e been any delays? Have you been

You may receive a survey in the mail after you go home. We would appreciate if it you would fill it out. The survey lets us know how we are doing and if we are providing our goal of "very good" care. We also want to use it to reward and recognize staff.

Talk to your staff before & after rounding. Forward log sheets to your senior manager each week.

Room #	Notes: Behavior Recognized	Reward (R) or Coach (C) Opportunity	Staff member to Reward or Coach.

Shadow Rounding with Staff/Providers

Date: _____ Physician Rounded with: _____ Rounder: _____

	Behaviors Observed:	Patient #1	Patient #2	Patient #3
Relationship	**Acknowledge** Connect with the patient and the family?	**Comments**	**Comments**	**Comments**
	State your name and your role? Highlight your skill and expertise?			
	Recommendations:		**Coaching Other Skills:** **Rounding** **Follow-up Phone Calls**	

Acknowledge

Did you connect with the patient and the family?

Did you make eye contact, shake hands or make physical contact? Any non-medical connection? Did you sit down at the bedside?

Key Tactic: Rounding on Patients by Physicians

-Touch base with your patients at least every 30 minutes

-Do not wait for all diagnostic study results to return to touch base with your patients

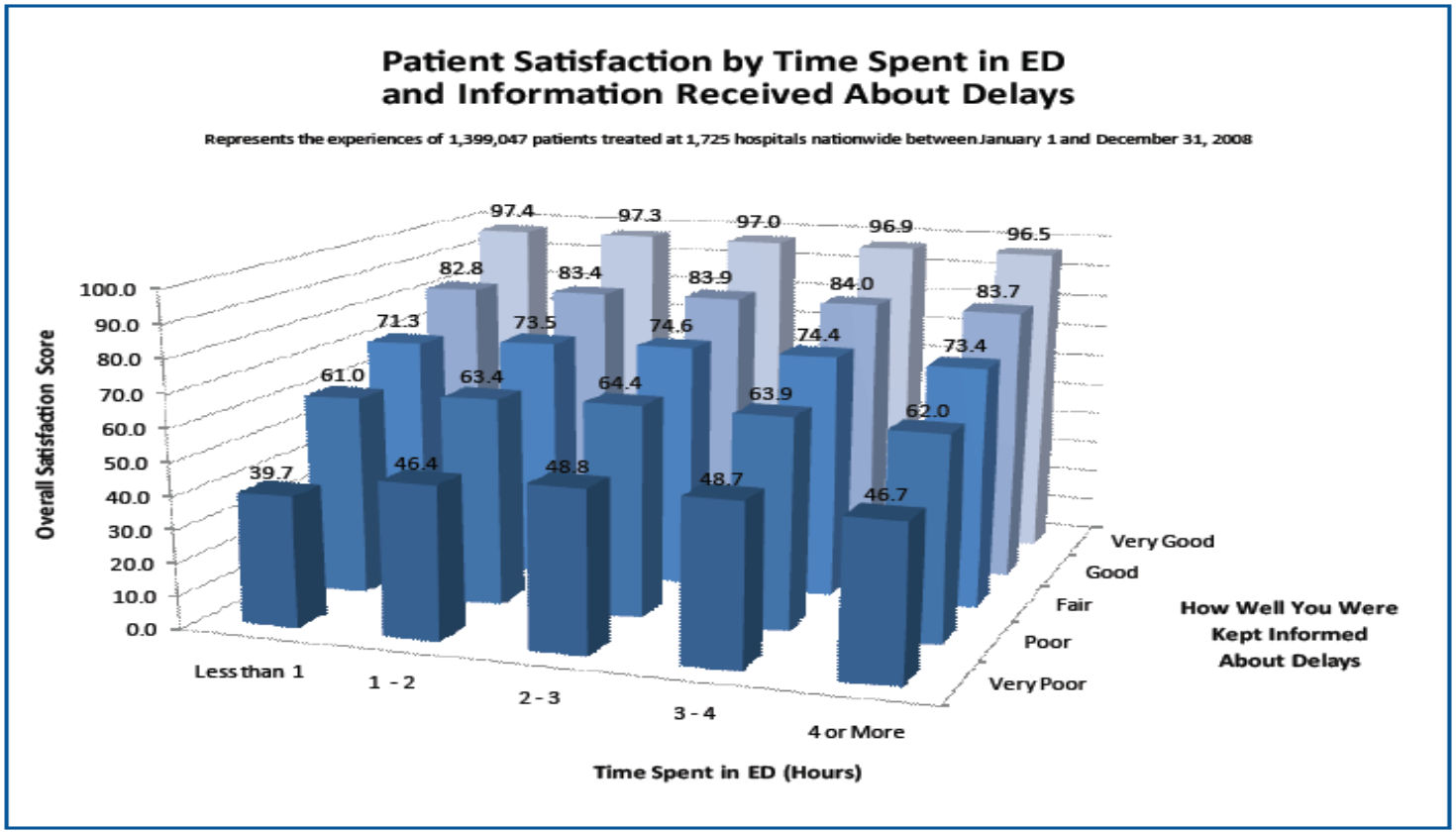
-Address PPD – Pain, Plan of Care and Duration

-Assess additional comfort needs. *(warm blanket, pillow)*

--If you get a bolus of patients in at one time, pollinate the rooms – tell patients you know they are there.

- If the reception area gets unruly, go out and quiet it down (takes 30 seconds).

Patient Perception → Quality



Driving Quality – Your Dashboard

_____ Medical Center Emergency Department Goals & Metrics Date:

Pillar	Metric	Baseline 2016	Goal	Jan	Feb	Mar	Apr
Service	Patient Experience (TB) – Overall rating ER percentile		65th %ile				
	Patient Experience (TB) – Nurse percentile		65th %ile				
	Patient Experience (TB) – Physician percentile		65th %ile				
Quality	Pt arrival to room		20″				
	Pt Room to Provider		10″				
	Pt arrival to provider		30″				
	Length of Stay - Discharges - Admissions		 3 hr 6 hr				
	Decision to admit to patient departure		1 hr				
	Bed assigned to patient departure		30″				
	Imaging TAT (order to results) - CT Head % < 120″ - CT Abd/Pelv % < 120″		 80%				
	- US Abd Limit % < 120″						
	ESI 2 patients seen < 20 minutes		100%				
	Inpatient metric - % pts d/c by 11 am		50%				
	Time to EKG (mins)		10″				
Pillar	Metric	Baseline	Goal	Jan	Feb	Mar	Apr
People	% Vacancy Rate (RN/Tech)		5%				
	% Turnover (RN/Tech)		14%				
	Sick calls (monthly)		?				
	Recognitions		50				
	% Shifts with staffing < par level		10%				
Pillar	Metric	Baseline	Goal	Jan	Feb	Mar	Apr
Finance	%LWOBS		1.5%				
	Co-pays & Deductibles collected		$25K				
	Staffing - Budget v. Actual (Variance)		0				
	% patients with email address populated		TBD				

May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD

Your Action Plan

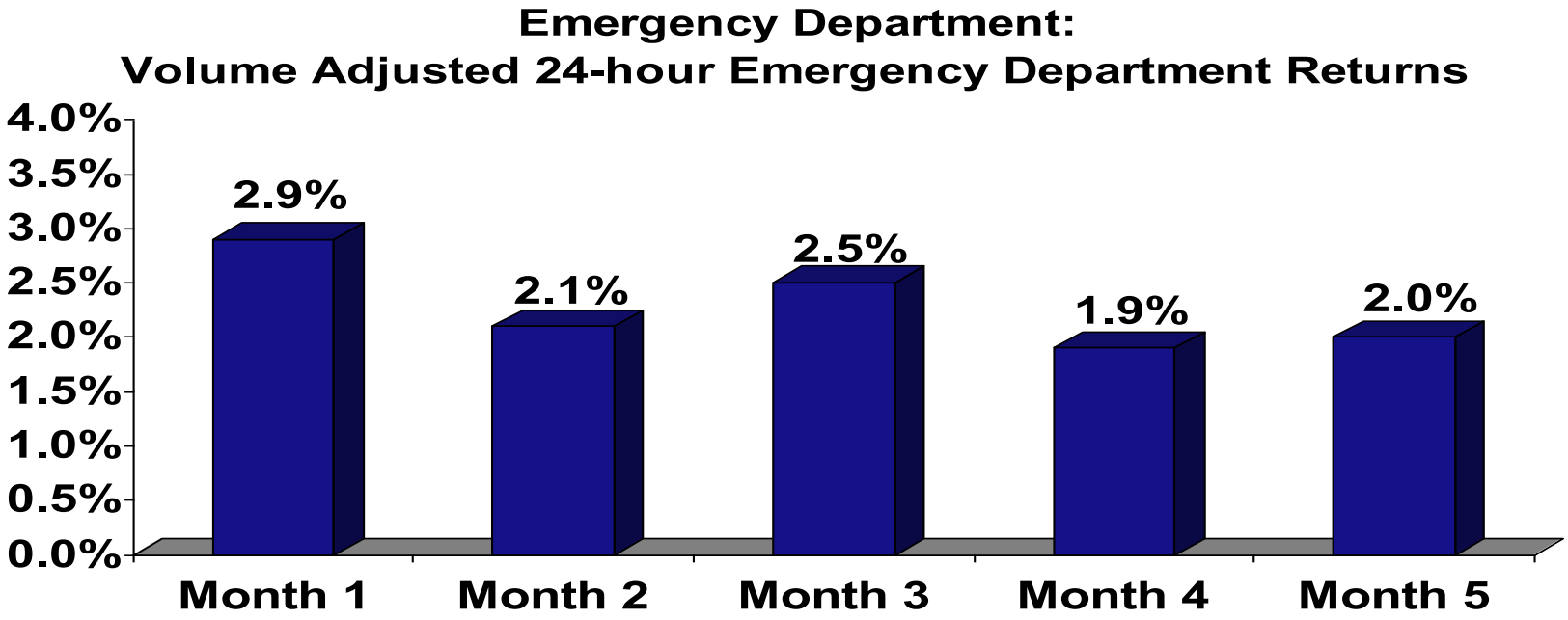
Pillar of Excellence	90-Day Goal	Action Steps	Responsible Person(s)	Due Date	*	Results
Service						
Raise ED Pat. Sat. to 85%	Raise ED Pat. Sat. to 40%	**Rounding**	Carol, Marilyn, Lauri, Joan			Quarterly PG Report shows 18% Pat Sat
		- Create a schedule to Round ALL ED Patients every 3 hours.		20-Sep		Schedule includes Marilyn, Joan, Carol and select Charge Nurses
		- Follow schedule and Round every day.		20-Sep		Rounding taking place every day; Medical Director, Dr. M also rounding when not on duty.
		- Mentor certain Charge Nurses to begin Rounding.	Marilyn, Joan	15-Oct		Charge nurses being
Call 100% of eligible discharged patients.	Call 30% within 24 hours of discharge.	**Make and Track Discharge Phone Calls**				
		- Matthew testing call and documentation process.				
		- Receive update from Matthew.	Joan, Matthew	20-Sep		Follow up calls being done daily. Matthew has created a data base and reports are generated as calls are made. Reports posted for staff.
		- Organize the process (Prepare List of Patients, Distribute among team, Prepare Tracking Log). Select team to make discharge calls everyday.	Joan, Matthew, Bree, Marilyn, Carol, Mary	15-Oct		Calls being made using the charts. Will explore using a printout of patients from HBOC Star.
		-Log number of calls made, list compliments and concerns received, provide feedback to staff daily.	Discharge Team	7-Oct		Reports generated from callers posted

How To Complete the Patient Experience: Follow Up Phone Calls

Engel K, Heisler M, Smith D, Robinson C, Forman J, Ubel P, "Patient Comprehension of Emergency Department Care and Instructions: Are Patients Aware When They Do Not Understand?," *Annals of Emergency Medicine.* July 11, 2008

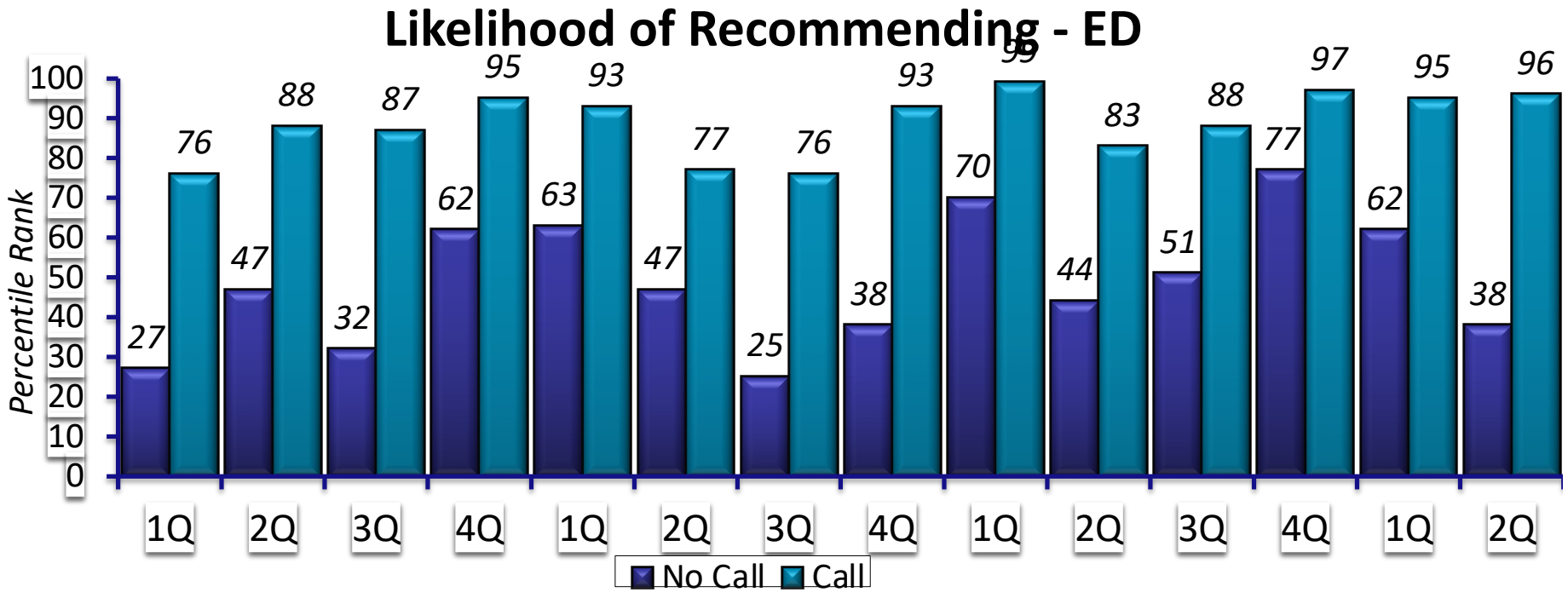
- 78% did not have full understanding
- 80% of that 78% did not understand that they did not understand

Discharge Calls: Improved Clinical Quality



Source: The Regional Medical Center, South Carolina, Total beds = 286

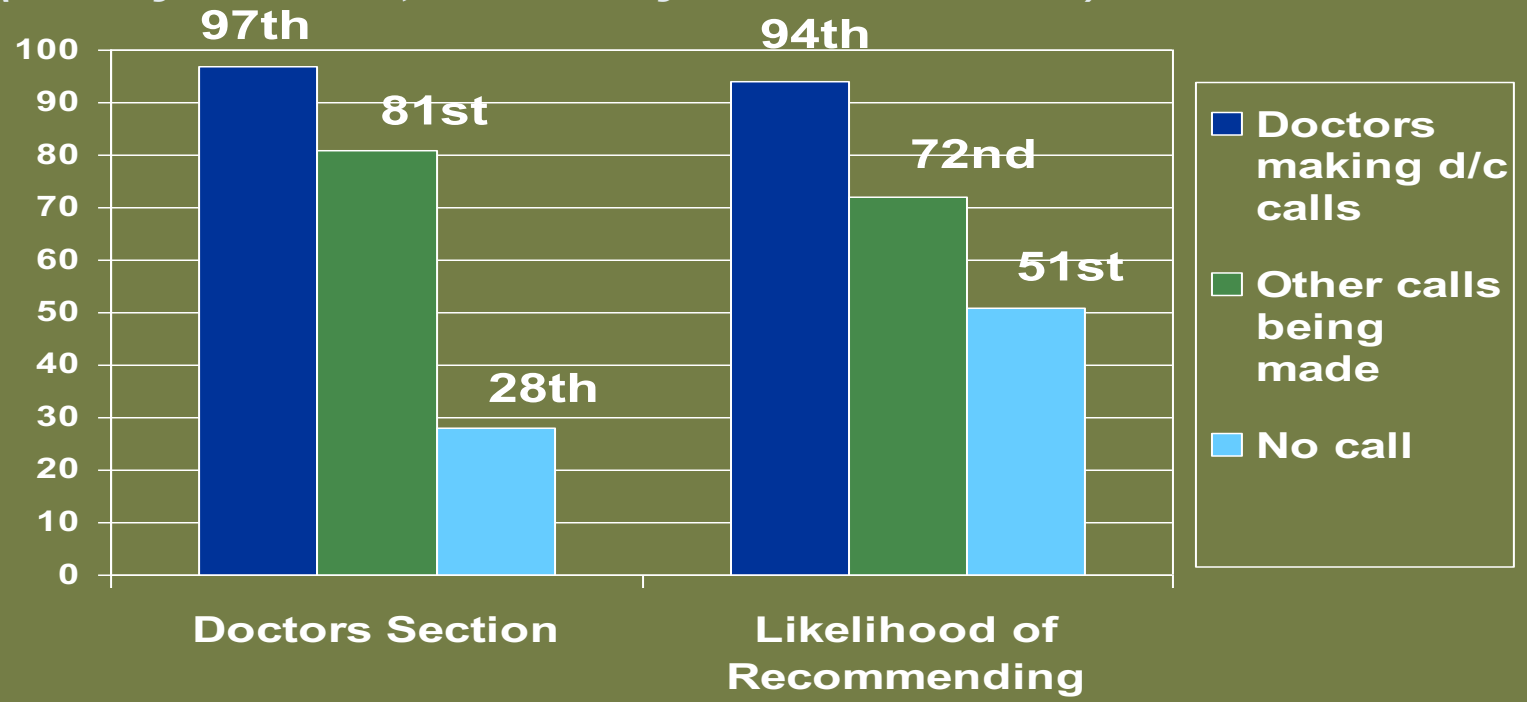
Post Visit Calls
Likelihood of Recommending - ED



Source: New Jersey Hospital, Total beds = 775; 3Q2007 – 2Q2010

Improves Physician Performance…

(January-June 2008, Press Ganey National %tile rank)



Shaping & Sharing
SUCCESSFUL HEALTHCARE OUTCOMES

Follow Phone Calls: 6 Reasons Why

- Quality
- Risk management
- Patients love it
- You will love it (lots of kudos)
- You will be a better clinician
- Decreased return visits/hospital admissions

UMC
UNIVERSITY
MEDICAL CENTER
NEW ORLEANS
REV. AVERY C. ALEXANDER
ACADEMIC RESEARCH HOSPITAL

JAY KAPLAN, MD, FACEP
Attending Physician, Emergency Department
Faculty, LSU Emergency Medicine Residency
Board Certified in Emergency Medicine

Emergency Department (504) 702-4003
Personal Voicemail (504) 894-5223
Jay.Kaplan@LCMChealth.org

2000 Canal Street
New Orleans, LA 70112
www.UMCNO.org

At the University Medical Center Emergency Department
we are genuinely concerned about
your health and your comfort.

We commit to keeping you informed about your care.

Our mission is to care for you in an outstanding
and compassionate way, answer your questions, and explain
all procedures and treatments.

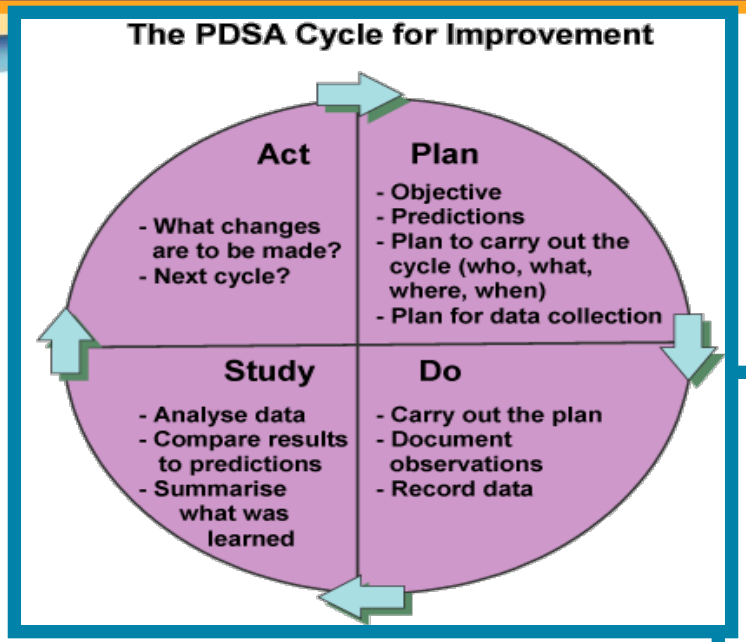
Our goal is to provide you with exceptional care
and extraordinary service.

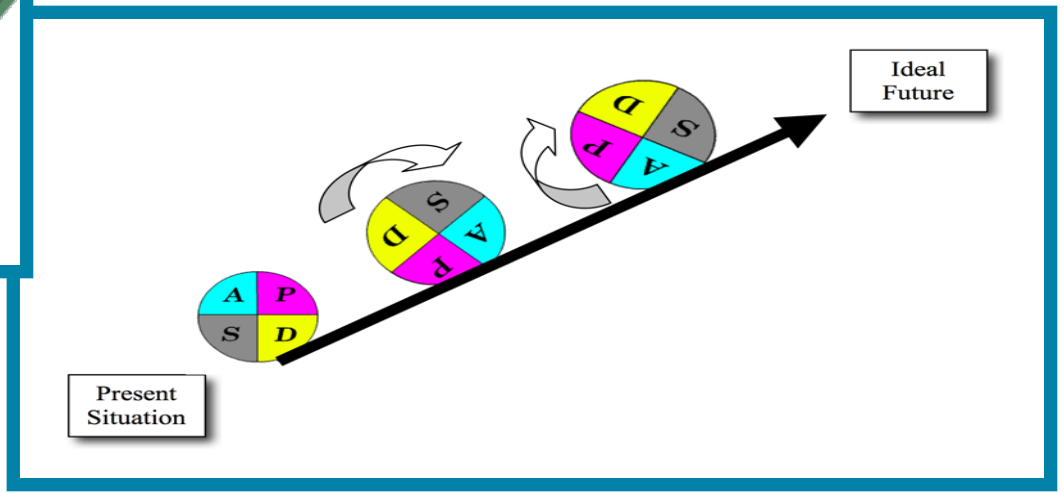
Thank you for giving us the privilege of caring for you.

Strategies to Improve Quality

- Pro-Active
  - Leader/Physician Rounding
  - Dashboard/Action Plan
  - Discharge Follow-Up Phone Calls
- **PI/Six Sigma/Lean**
- Retrospective
  - Systems Metrics
  - Quality Assurance
  - Clinical Compliance

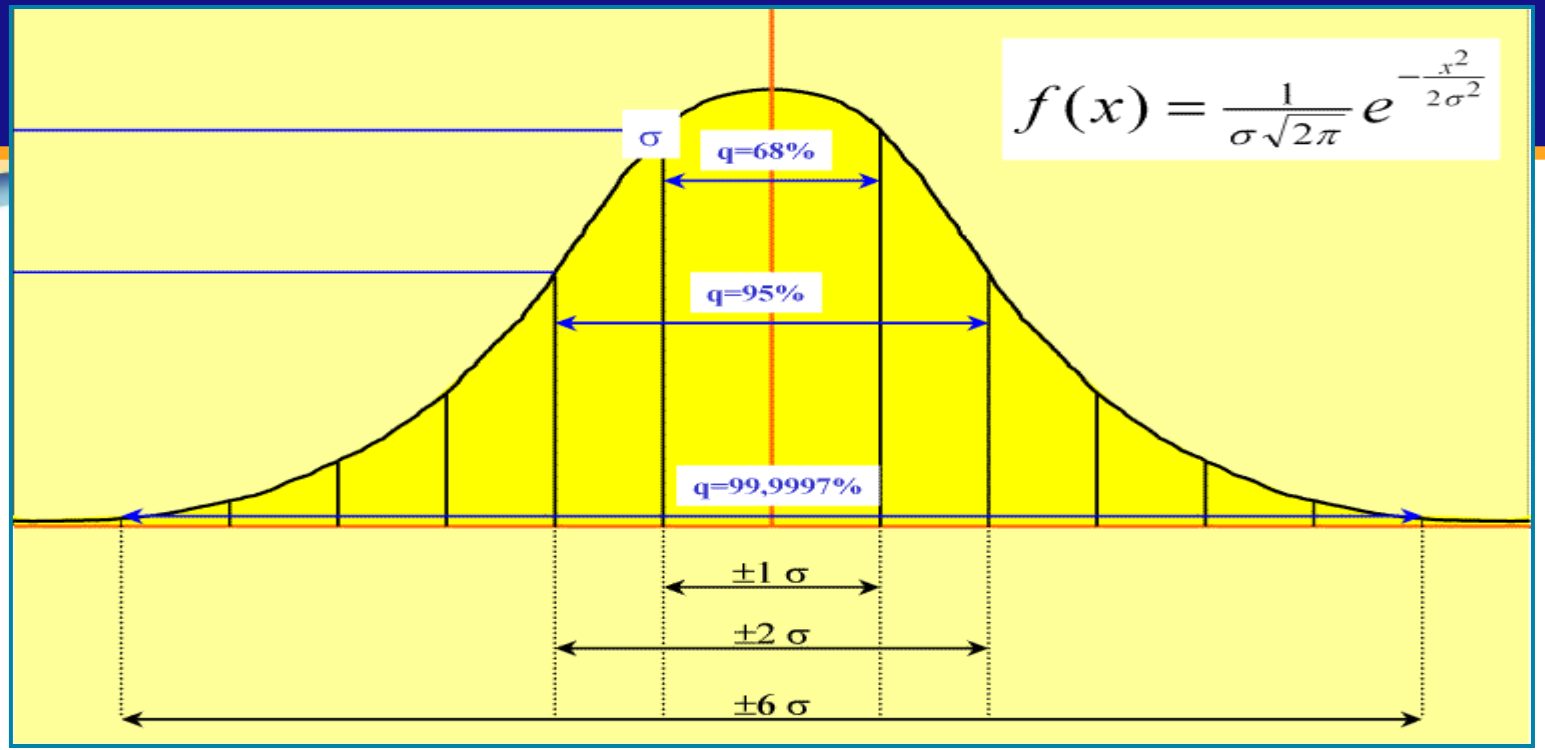
Performance Improvement





Six Sigma


YOU'VE GOT TO IMPLEMENT A SIX SIGMA PROGRAM OR ELSE YOU'RE DOOMED.
AREN'T YOU THE SAME CONSULTANT WHO SOLD US THE WORTHLESS TQM PROGRAM A FEW YEARS AGO?
I ASSURE YOU THAT THIS PROGRAM HAS A TOTALLY, TOTALLY DIFFERENT NAME.
WHEN CAN WE START?

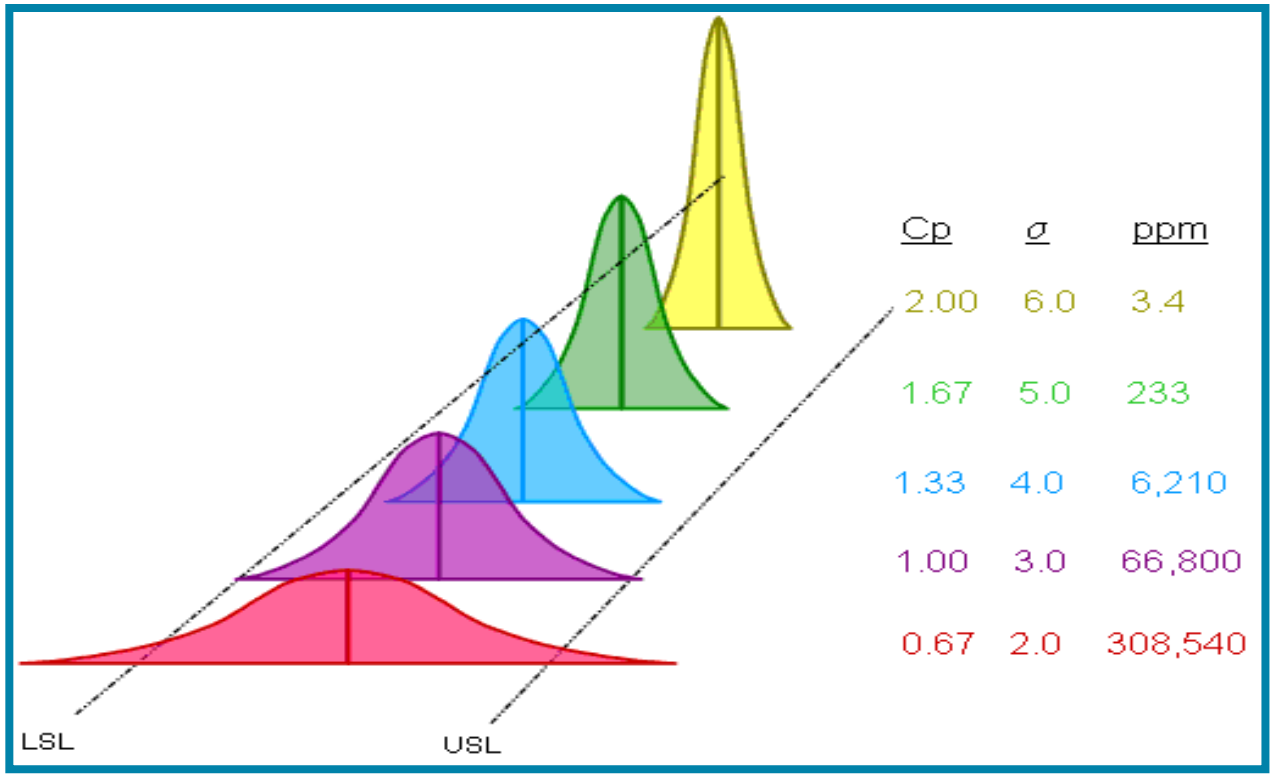


$$f(x) = \frac{1}{\sigma\sqrt{2\pi}} e^{-\frac{x^2}{2\sigma^2}}$$

The diagram may look tricky to read, but in simple language: Consider that you run a pizza delivery business and you set a target of delivering pizza's within 25 minutes of receiving the order. If you achieve that 68% of the time, you are running at 1 Sigma. If you achieve it 99.9997% of the time then you are at 6 Sigma (or you are late on average only 3.4 times out of every one million orders).

Narrowing the Variation

Six sigma measures quality by measuring the *Variance*; it does not rely on the *Mean*.
It is argued that all too often businesses base their performance on a mean, or average-based measure, of the recent past. However, reality is that customers DON'T judge businesses on averages. They actually experience the variance in each and every transaction or purchase.



Cp	σ	ppm
2.00	6.0	3.4
1.67	5.0	233
1.33	4.0	6,210
1.00	3.0	66,800
0.67	2.0	308,540

Examples of Sigma Levels

Example: If a passenger flew each day of their lives, how long could she/he fly without an airplane crash?

Sigma Level	Time to Crash
4σ	5 months
4.5σ	2 years
5σ	11 years
6σ	772 years

Healthcare in the US and Sigma Level

- NEJM estimates that 44% to 55% of patients do not get the care indicated by evidence

Sigma between 1.65 and 1.40

Lean Six Sigma

- Two Origins
  - Six Sigma is a problem-solving method to drive dramatic improvements in dashboard metrics and to launch new products, services, and processes flawlessly.
  - Lean is a set of methods to eliminate non-value added tasks and increase speed

ARTICLE IN PRESS

THE PRACTICE OF EMERGENCY MEDICINE/REVIEW ARTICLE

Lean Thinking in Emergency Departments: A Critical Review

Richard J. Holden, PhD

From the School of Medicine and Public Health, University of Wisconsin–Madison, Madison, WI, and the Division of Ergonomics, School of Technology and Health, Royal Institute of Technology, Stockholm, Sweden.

Emergency departments (EDs) face problems with crowding, delays, cost containment, and patient safety. To address these and other problems, EDs increasingly implement an approach called Lean thinking. This study critically reviewed 18 articles describing the implementation of Lean in 15 EDs in the United States, Australia, and Canada. An analytic framework based on human factors engineering and occupational research generated 6 core questions about the effects of Lean on ED work structures and processes, patient care, and employees, as well as the factors on which Lean's success is contingent. The review revealed numerous ED process changes, often involving separate patient streams, accompanied by structural changes such as new technologies, communication systems, staffing changes, and the reorganization of physical space. Patient care usually improved after implementation of Lean, with many EDs reporting decreases in length of stay, waiting times, and proportion of patients leaving the ED without being seen. Few null or negative patient care effects were reported, and studies typically did not report patient quality or safety outcomes beyond patient satisfaction. The effects of Lean on employees were rarely discussed or measured systematically, but there were some indications of positive effects on employees and organizational culture. Success factors included employee involvement, management support, and preparedness for change. Despite some methodological, practical, and theoretic concerns, Lean appears to offer significant improvement opportunities. Many questions remain about Lean's effects on patient health and employees and how Lean can be best implemented in health care. [Ann Emerg Med. 2010;xx:xxx.]

Strategies to Improve Quality

- Pro-Active
  - Leader/Physician Rounding
  - Dashboard/Action Plan
  - Discharge Follow-Up Phone Calls
- PI/Six Sigma/Lean
- **Retrospective**
  - **Systems Metrics**
  - **Quality Assurance**
  - **Clinical Compliance**

Quality – Individual Staff

- *Ongoing monitoring of physician competencies* via case/peer review, patient/ ED staff/medical staff surveys, direct observation, complaints
- *Ongoing monitoring of departmental competencies via dashboard, action plan, verification of compliance*

Specific Peer Case Review

- First . . . 2 issues to decide:
  - Was standard of care met?
  - Was compliance (documentation) met?
- Score case and give feedback
- Track and Trend
- Focused Review
- Present case at ED dept meeting
- Refer to other committees prn

Annual Physician Evaluation

IE = Improvement Expected **ME** = Meets Expectations A scoring of "IE" requires an explanation in the comments section

	IE	ME
CEP PARTNER PERFORMANCE STANDARDS As required by Policy and evidenced by pooled information such as MARS, education logs, MAM claims, etc...		
PATIENT SATISFACTION ▪ Scores ▪ Patient Complaints	☐ ☐	☑ ☑
RISK MANAGEMENT: Number of claims if known, peer review, COBRA/EMTALA	☐	☑
PARTICIPATION AT LOCAL MEDICAL FACILITY/PARTNERSHIP: (Department meeting attendance, committee service, special contributions, etc.)	☐	☑
PERSONAL PRACTICE Individual Practice Standards -	IE	ME
CLINICAL SKILLS: Medical knowledge and judgment, deep fund of knowledge and willingness to learn, thoughtful integration of medical data with excellent patient evaluation and management skills	☐	☑
CLINICAL PERFORMANCE: Appropriate Use of Resources, thoroughness of Documentation, quality of Care	☐	☑

Summary

- Involve your team
- Evaluate the entire ED and individuals
- Be Pro-Active – Rounding
- Coach for Opportunities/Recognize positive behavior
- Be fair but tough
- A strong QI program protects not only patients, but also providers, ED staff and hospital

No one said it was going to be easy . . .

Thank you.

Jay Kaplan MD, FACEP

jaykaplanmd@gmail.com