



Vermont Cooperative for
Practice Improvement & Innovation

**State of Vermont Department of Mental Health
Six Core Strategies© Initiative & Learning Community
EIP Review Committee | May 22nd 2015**

General Project Outline

The Vermont Department of Mental Health is partnering with Vermont Cooperative for Practice Improvement and Innovation (VCPI) to implement a practice improvement initiative focused on prevention/reduction of coercive interventions, especially restraint and seclusion, as well as to promote trauma-informed care, recovery, consumer-driven care and resiliency. This quality improvement initiative is aimed at reducing seclusion and restraint - in Vermont hospitals, specifically the three hospitals licensed as Level I facilities to replace the state hospital

Participating Hospitals

Vermont Psychiatric Care Hospital, Rutland Regional Medical Center, Brattleboro Retreat, UVM Medical Center, Springfield Hospital/Windham Center

Project Goals

- To identify agency strengths and needs specific to fully implementing the evidence-based Six Core Strategies© to prevent/reduce the use of coercive interventions, and specifically restraint/seclusion;
- To identify agency strengths and needs specific to achieving successful culture change and successfully implementing practices that optimize positive outcomes for those served; and
- To identify agency strengths and needs that support resiliency, trauma-informed, recovery-oriented and consumer-driven approaches.

General Initiative Activity (July 2014 – October 2014)

1. All three Vermont hospitals licensed as Level 1 facilities have received and participated in engagement and consultation activities below. The site visits and reports were conducted by Dr. Kevin Huckshorn's Consultation Team from July – October 2014.
 - Initial individual consultation calls with VCPI, Dr. Kevin Huckshorn and Consultation Team
 - Full day on-site visit facilitated by Dr. Kevin Huckshorn's Consultation Team
 - Facility specific individual reports completed by Dr. Kevin Huckshorn's Consultation Team.
 - Hospitals teams attend 2-day Six Core Strategy Training
2. Engagement of additional designated hospitals in Vermont was an identified priority in this project. These facilities include UVM Medical Center, Windham Center – Springfield Hospital and Central Vermont Medical Center. UVM Medical Center and Springfield Hospital have actively participated in early project engagement activities, training and consultation.



Vermont Cooperative for
Practice Improvement & Innovation

Learning Community Activity (October 2014 – present)

The participating hospitals have been engaged in an ongoing Learning Community with Dr. Kevin Huckshorn as the primary consultant and VCPI facilitating Learning Community efforts

1. **Implementation Teams:** Hospitals have established core internal implementation/advisory teams
2. **Action Plans:** With support and consultation from Dr. Huckshorn each hospital has developed a facility specific action plan
3. **Consultation Calls:** Hospital teams participate in monthly to bi-monthly consultation calls with Dr. Huckshorn. Hospital leaders and team members can access Dr. Huckshorn in between calls via email, general agenda topics include: Staff response to training and implementation, review of action plans, obstacles/barriers to implementation, special issues related to S/R episodes
4. **Peer Review:** Peer review calls have been requested by participating hospitals to discuss specific topics and receive peer consultation and support.
5. **Trauma Informed Care:** A specific TIC Training has been identified and reviewed Elliott Benay and Dr. Huckshorn. VCPI has received permission from the training authors to allow the TIC Training to be made available to participating hospitals.
6. **Other hospital participation:** University of Vermont Medical Center and Springfield Hospital/Windham Center have participated in consultation regarding Six Core Strategy© implementation with VCPI facilitators

Site Visits (April 2015)

Dr. Huckshorn conducted post 6 month site visits the week of April 12th with each of the following hospitals: Vermont Psychiatric Care Hospital, Rutland Regional Medical Center, Brattleboro Retreat and the UVM Medical Center. The goal of the site visits is to review the overall implementation efforts of each hospital and to provide technical support, assistance and comprehensive recommendations and resources to hospital leadership, teams and staff.

Site Visit Agenda: Sample

1. Unit tours
2. Meet with Leadership and Executive Teams
3. Meet with Data Committee
4. Meeting with Quality Assurance/ Record Review
5. Lunch Meeting with Core Staff
6. Meeting with Consumer Voice Committee
7. Meeting with Debriefing Committee
8. OT/Tour of Crisis Prevention Space
9. Leadership Wrap Up

Resources

- Trauma Booklet
- NASMHPD training modules for Direct Care Staff – posted on VCPI website
- Peer Scope of Work
- Peer Specialist Job Description for hospital work

- Restrictive Intervention Debriefing Inventory
- Six Core Strategy: Policy and Procedure on Witnessing or “Elevating the Oversight of S/R Events”
- Six Core Strategy: Policy and Procedure on Debriefing
- Debriefing for Medical Errors - Article
- Six Core Strategies Debriefing Template
- Root Cause Analysis Training – Article
- Trauma 101 – PowerPoint (recommended)
- Child Stress Disorders Checklist – Screening Form (CSDC-SF)
- Sample – Documentation Form for S/R Incidents
- Sample – Patient Debriefing and Comment Form
- Successful Seclusion and Restrain Efforts in Child and Adolescent Programs – Article
- Reducing Seclusion and Restrain Use in Inpatient Settings - Article

Site Reports

Dr. Huckshorn has drafted individualized site reports for each hospitals. These reports are close to finalization for each site and will be utilized by the hospitals to inform their implementation efforts of the Six Core Strategies©.

- Identify the strengths and needs of the hospital to fully implement the evidence-based Six Core Strategies©
- To make recommendations and identify the hospital strengths and needs that support resilience, trauma-informed, recovery-oriented and consumer-driven practices

Site Report Outline - Sample

1. Comments on hospital space in general, welcoming and appealing
2. Identification of strengths of the hospital
3. Suggestions and recommendations related to hospital policy and procedures
4. Suggestions and recommendations related to person-centered, recovery-oriented, trauma-informed practices and policy
5. Suggestions and recommendations related to documentation and debriefing
6. Suggestions and recommendation related to current risk averse practices
7. Suggestions and recommendations related to safety/coping plans
8. Suggestions and recommendation related Peer Support capacity
9. Review of patient handbook
10. Summary Comments

Next Steps

1. Participating hospitals will continue ongoing consultation with Dr. Huckshorn and peer review
2. Proposed: Hold a statewide or regional conference on Six Core Strategies© best practices, challenges and lessons learned in one year (October 2015). Invite all facilities to participate and other states if possible.

