



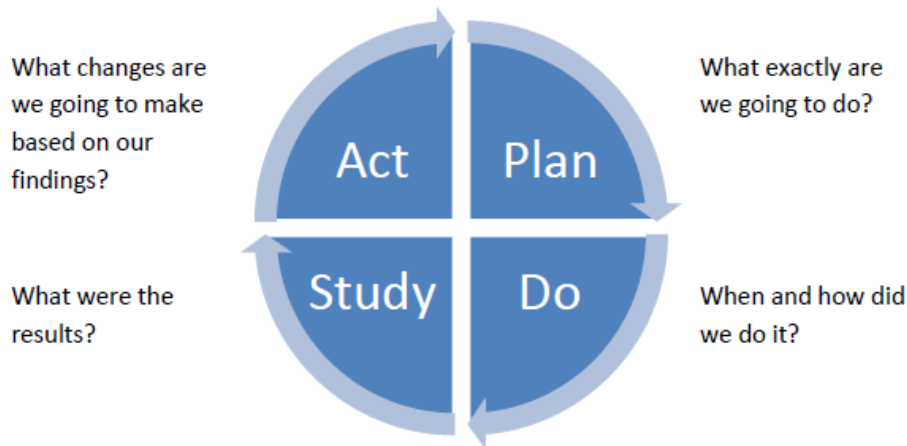
Small Test of Change Worksheet

During a PIP you will try out some changes and then see whether or not they made a difference in the area you were trying to improve. In the PLAN stage, the team learns more about the problem, plans for how improvement would be measured, and plans for any changes that might be implemented. In the DO stage, the plan is carried out,

including the measures that are selected. In the STUDY phase, the team summarizes what was learned. In the ACT phase, the team and leadership determine what should be done next. The change can be adapted (and re-studied), adopted (perhaps expanded to other areas), or abandoned. That decision determines the next steps in the cycle. (Page 18 of QAPI at a Glance)

Model for Improvement: Three questions for improvement

1. What are we trying to accomplish (aim)?
2. How will we know that change is an improvement (measures)?
3. What change can we make that will result in an improvement (ideas, hunches, theories)?



I. TEAM LEADER:

Name _____

II. GOAL: Overall goal you would like to reach – every goal will require multiple smaller tests of change

III. PLAN: List your action steps along with person(s) responsible and time line.

- What is the objective of the test?
- What do you predict will happen and why?
- What change will you make?
- Who will it involve (e.g. one unit, one floor, one department)?
- How long will the change take to implement?
- What resources will they need?
- What data need to be collected?

V. DO: Describe what actually happened when you ran the test of change

- Implement the change
- Try out the test on a small scale
- Carry out the test
- Document problems and unexpected observations
- Begin analysis of the data

VII. STUDY: Describe the measured results and how they compared to the predictions (set aside time to analyze the data and study the results and determine if the change resulted in the expected outcome)

- Complete the analysis of the data
- Compare the data to your predictions
- Summarize and reflect on what was learned. Look for: unintended consequences, surprises, successes, failures.

VII. ACT: Describe what changes to the plan will be made for the next cycle from what you learned (If the results were not what you wanted, you try something else. Refine the change, based on what was learned from the test.)

- Adapt – modify the changes and repeat PDSA cycle
- Adopt – consider expanding the changes in your organization to additional residents, staff, units
- Abandon – change your approach and repeat PDSA cycle