



Cohort 4 Collaborative Learning Session #2

June 24, 2024

**TeamBirth: Process Innovation for Clinical Safety,
Effective Communication, and Dignity in Childbirth**

Learning Session Agenda

Introduction

TeamBirth Core Knowledge & Skills

- Learn: Shared Planning Tool - PREFERENCES & PLAN

TeamBirth Implementation

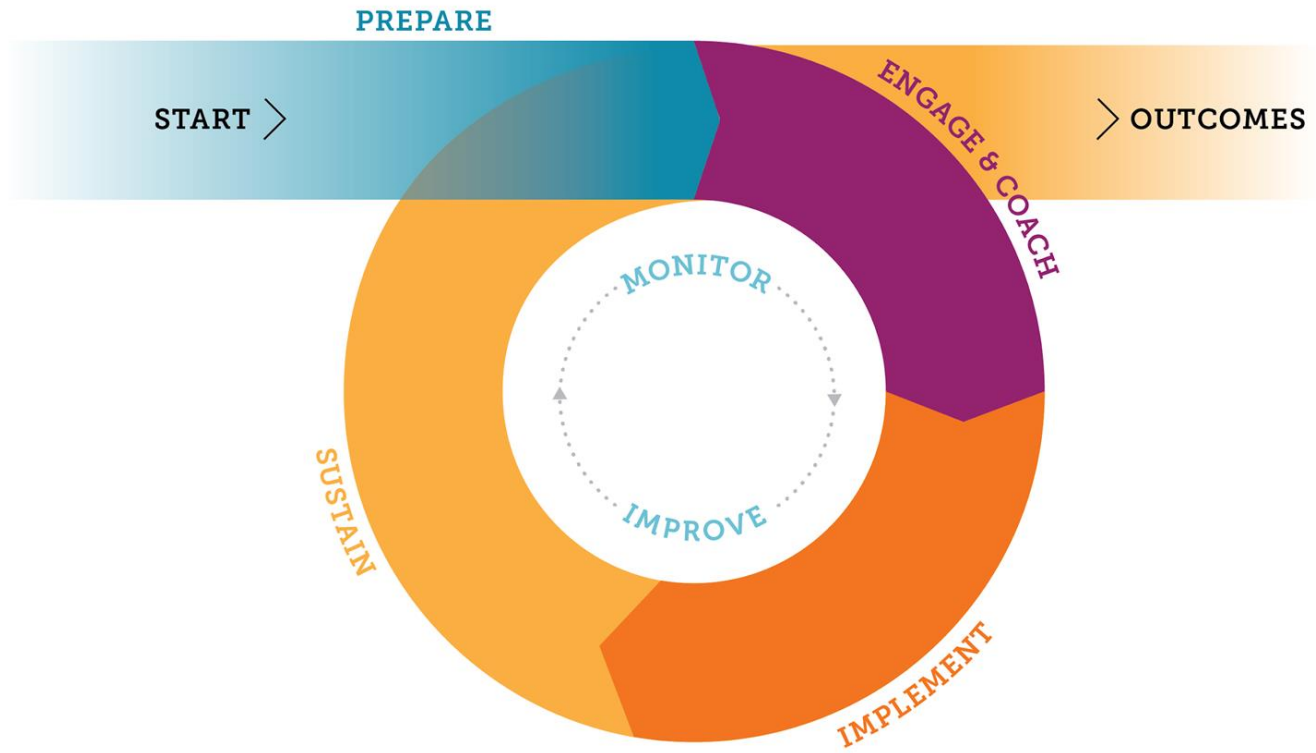
- Announcements
- Implementation Roadmap & Timeline
- Current core activities:
 - DEVELOP YOUR STRATEGY
 - CUSTOMIZE TEAMBIRTH
 - ASSESS YOUR CONTEXT

Looking Ahead

- Takeaways From Today
- Action Items

TeamBirth Implementation Pathway

Guiding practice and culture change activities to ensure effective and sustainable implementation





TeamBirth Implementation Roadmap

Building on the priority implementation activities from the first session

PHASE	PREPARE	ENGAGE & COACH	IMPLEMENT	SUSTAIN
CORE MILESTONES	☐ Project Kick Off	☐ Boards Installed	☐ TeamBirth Go Live	☐ Showcase Results
CORE ACTIVITIES	<ul style="list-style-type: none"> ✓ Build your team ✓ Develop your strategy ✓ Assess your context ✓ Customize TeamBirth 	<ul style="list-style-type: none"> ✓ Socialize culture change ✓ Provide training ✓ Practice huddles ✓ Conduct patient surveys 	<ul style="list-style-type: none"> ✓ Monitor progress ✓ Celebrate wins ✓ Collect huddle & experience data ✓ Iterate & improve 	<ul style="list-style-type: none"> ✓ Onboarding & continuing education ✓ Systematic quality improvement ✓ Evaluate impact ✓ Identify areas for expansion

NJHCQI TeamBirth Websites

Access your cohort's resources at this **private website**

www.njhcqi.org/teambirthnj-cohort4

Password: Cohort42024!

TEAMBIRTH NJ COHORT 4

TeamBirth is a shared decision-making program that aims to improve safe and respectful childbirth care.

It involves a series of team huddles and other tools used during labor and delivery, to improve communication and ensure care that aligns with patient preferences.

Developed by Ariadne Labs, TeamBirth was designed to operationalize best practices in communication, teamwork, and clinical care, in collaboration with experts from the major



COLLABORATIVE LEARNING SESSION SLIDES

SESSION 1

May 2024

[SLIDE DECK #1](#)

[HANDOUT #1](#)

RESOURCES

GENERAL TEAMBIRTH INFORMATION



- [Click here](#) to watch the Why TeamBirth video
- Download the [Why TeamBirth Infographic](#)
- Download [TeamBirth Board Examples](#)
- Review [TeamBirth Components](#) – includes core components and add-on components
- View the [TeamBirth Socializing Package](#)

TeamBirth Core Knowledge & Skills



TeamBirth **Core** Components

Critical to successful delivery of TeamBirth across the maternal health continuum

1.

STRUCTURED TEAM HUDDLES

Structured conversations that includes the birthing person and their support people



2.

SHARED PLANNING TOOL

Visual tool that structures communication and provides space to document discussions during huddles



Shared Planning Tool

TEAM



PREFERENCES

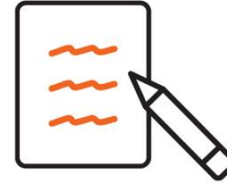


PLAN

Me

Baby

Progress



NEXT HUDDLE



Shared Planning Tool

TEAM

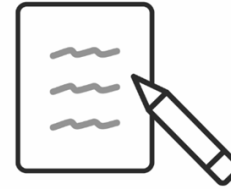


PLAN

Me

Baby

Progress



PREFERENCES



NEXT HUDDLE



TEAM

KEY BEHAVIOR: Promote the role of each team member



INTENT

To ensure all roles have valuable input in shared decision-making

To establish **psychological safety** by providing an invitation and ongoing opportunity to participate

DETAILS

Verbalize that a TeamBirth huddle is occurring

Start with the patient followed by their support people

Ensure relevant team members are included

May include additional information (e.g. here until 7 pm shift change)

Shared Planning Tool

TEAM

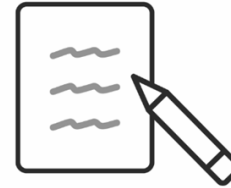


PLAN

Me

Baby

Progress



PREFERENCES



NEXT HUDDLE



PREFERENCES

KEY BEHAVIOR: Elicit patient preferences, thoughts, & concerns to inform the current plan



INTENT

To humanize the person giving birth & gain insight to what matters most now

To give customized clinical care

To facilitate **equitable care**

DETAILS

May include referencing an already established birth plan

Expect them to change over time

They are opportunities to discuss expectations

Encourage support people to help write in this section

Should be written in the patient's word choice (ie. break water vs AROM)



Eliciting Preferences

Talking through preferences is a key component to providing safe, dignified care.

Open-ended questions asked during a huddle, elicit preferences

These **questions** can help clinicians:

- Identify what gives the patient a sense of safety and comfort
- Gauge how the plan is being understood by everyone on the care team

The **answers** can help clinicians identify opportunities to:

- Provide education
- Adjust expectations
- Minimize conflict or confusion



Eliciting Preferences

What are some examples of open-ended questions that can elicit preferences?

- ❖ What are you concerned or worried about right now?
- ❖ What are your hopes or wishes right now?
- ❖ What is bothering you or frustrating you right now?
- ❖ What is comforting you or reassuring you right now?



See the *Eliciting Preferences* resource in the Training Resources



HEAR



Learn more at cdc.gov/HearHer

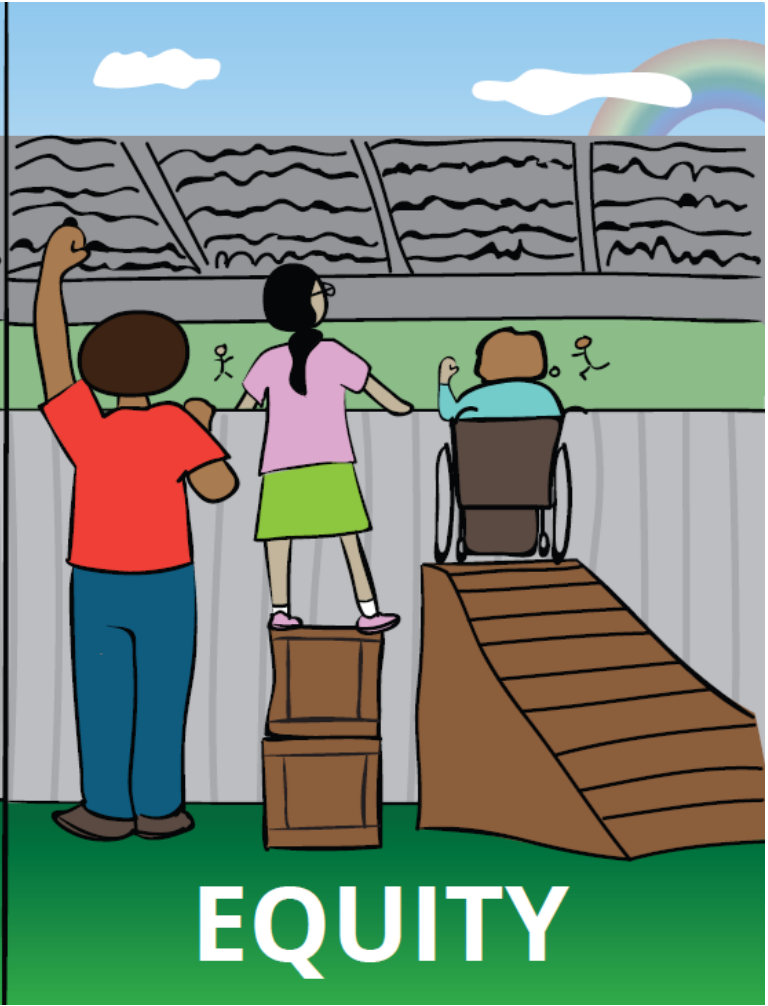
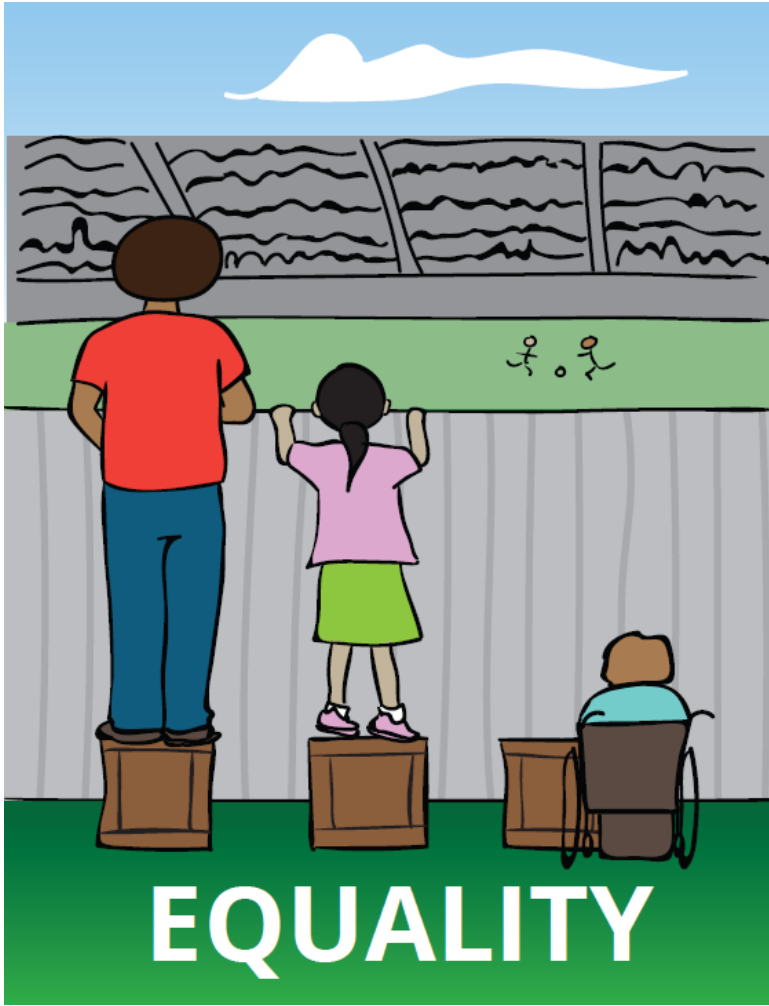


Equitable Care

The concept facilitated via the PREFERENCES section and key behavior

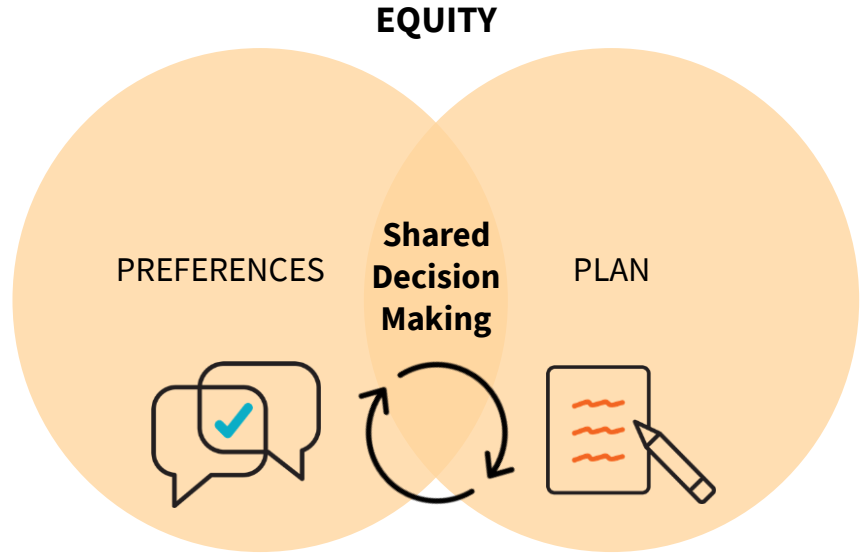
Birth equity refers to the principle and goal of ensuring that every individual, regardless of their background or circumstances, has access to safe, respectful, and high-quality maternity care throughout the childbirth process

It emphasizes **addressing and eliminating disparities, inequities, and systemic barriers** that contribute to unequal birth outcomes and experiences among different populations.



Equitable Care

Starting with TeamBirth's Core, the connection between the PREFERENCES and PLANS leads to equitable care via shared decision making





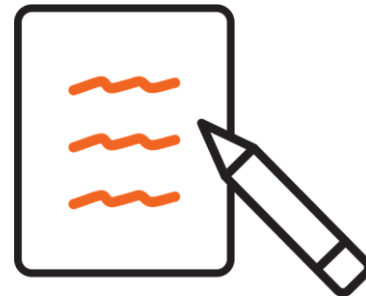
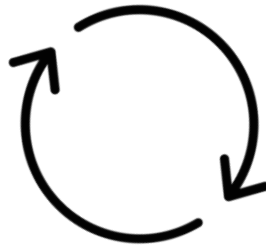
CONNECTION: **PREFERENCES AND PLANS**

Patient preferences discovered in the Preferences section of the Huddle directly inform what is prioritized in the Plan section.

Elicit patient preferences that inform care planning



Distinguish the different care plans for the birthing person, baby, and labor progress



Shared Planning Tool

TEAM

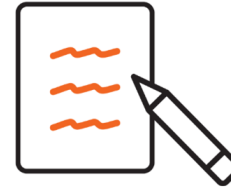


PLAN

Me

Baby

Progress



PREFERENCES



NEXT HUDDLE



PLAN

KEY BEHAVIOR: Distinguish the different care plans



INTENT

To ensure transparency and precision during care planning

To facilitate clear communication and **shared-decision making**

DETAILS

Plan content should be written in patient friendly language

Each Huddle the Plan should be discussed even if no change is made

Can be updated more frequently as needed by the nurse



ME

BABY

LABOR
PROGRESS



Distinguish the different
care plans

ME

BABY



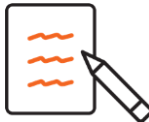


Shared decision-Making

The concept facilitated via the PLAN section and key behavior

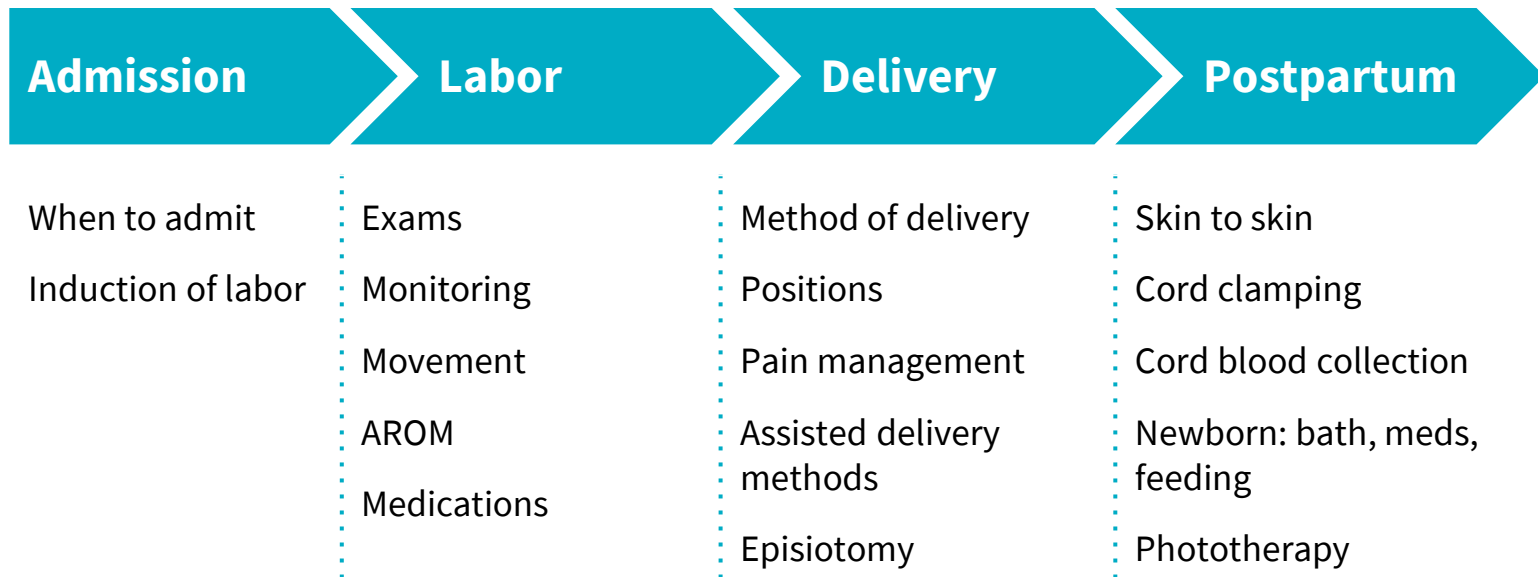
An approach where:

- Clinicians and patients discuss the best available evidence when faced with making decision about their care
- Patients are supported to share their preferences and to consider their options in order to make an informed decision about next steps



Shared Decision-Making Opportunities

Examples of moments when shared decision-making is used



TeamBirth Implementation





TeamBirth Implementation Roadmap

Today's focus

PHASE	PREPARE	ENGAGE & COACH	IMPLEMENT	SUSTAIN
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PREPARE

START >

> OUTCOMES

ENGAGE & COACH

MONITOR

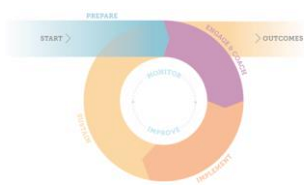
Core Implementation Activity:
DEVELOP YOUR STRATEGY

IMPROVE

USTAIN

IMPLEMENT

DEVELOP YOUR STRATEGY



CORE: Articulate project goals, timeline, and a systematic implementation, communication, and measurement strategy

OBJECTIVES

Define your team goals, governance structure, and resources

Develop your implementation plan for each core activity

Develop your communication strategy for socializing and building buy-in for TeamBirth

Develop your measurement strategy for monitoring progress and TeamBirth impact

ADAPT

Who you involve and the process you take to develop your strategies.

Each strategy is unique based on your context and will evolve throughout the implementation

DEVELOP YOUR STRATEGY

Use the [HOW TO worksheets](#) to get start on your strategy



HOW TO | Develop Your Implementation Strategy

WORKSHEET
Your answers to the above questions will change throughout your journey. Start drafting your ideas here.

HOW TO
Develop Your Implementation Strategy

Successful implementation of any quality improvement project requires thorough planning and a specific project management strategy. Once you have built your team, it is essential to set a strong foundation for success by clearly aligning on project goals, the timeline, and a systematic implementation plan. Leverage your existing experience and frameworks for carrying out Q work and/or use this guide to support you on your journey.

With input from your teams, align on a shared understanding of:

GOALS

- What is your unique mission statement?
- What specific goals do you have for your TeamBirth implementation?

RESOURCES

- What resources do you have available: staff, funding, time, internal systems, etc.?
- What is your implementation budget and implementation team allocations?

TIMELINE

- When do you expect key milestones to occur throughout the implementation?

GOVERNANCE STRUCTURE

- How will your leadership and implementation team members make decisions, resolve challenges, and share information throughout implementation and ongoing sustainability?
- Plans for executing each implementation activity (see Roadmap).

COMMUNICATION STRATEGY*

- Who across your system (leadership, staff, clinicians, etc.) do you need to engage?
- What do they need to know? When and how?

IMPLEMENTATION PLAN

- How will you execute each of the implementation activities (e.g. customizing your board, training staff, measuring experience, etc.)?
- How will you provide technical and clinical support to reach your goal?

MONITORING STRATEGY*

- How will you measure progress on your activities and goals? How will you measure impact?
- How will you collect, analyze, and learn from data to inform improvements?

*See other HOW TO worksheets for additional details. Socialize and Build Support and Develop Your Measurement Strategy.

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How To | Develop Your Implementation Strategy
Version 1.0

HOW TO | Develop Your Measurement Strategy

WORKSHEET
As you articulate your cycles are often needed.

HOW TO
Develop Your Measurement Strategy

A clear measurement strategy (part of the implementation strategy) describes the monitoring and evaluation goals for your project, key questions associated with those goals, the data needed to answer those questions, and the methods you'll use to collect and analyze the data. Developing and aligning on your measurement strategy ensures that you can systematically and continuously learn about what is going well and what opportunities there are for improvement.

Data informed decision-making and iteration is essential to reach your implementation goals. Without systematically collected monitoring and evaluation data, you won't know what your strengths are, what needs to change, and whether you've successfully achieved impact.

With input from your teams, align on a shared understanding of:

GOALS & LEARNING QUESTION

- What specific monitoring & evaluation questions do you hope to answer in order to reach your goals (see implementation strategy in Step 2), in the short- and long-term?

DESIRED DATA

- What types of data do we need in order to answer our learning questions? (aka What indicators and metrics do we need?)
- Which data are highest priority?
- What are the possible sources of this data?

METHODS

- How, when, and for whom are you going to collect your priority data?
- How will you analyze the data and how will you use your findings for decision making and improvement?

DATA COLLECTION TOOLS

TeamBirth implementation requires input from patients and care teams. At minimum, your strategy should include:

Context Assessment	Patient Survey	Continuous Feedback Opportunities
The implementation survey of readers and staff to identify strengths and opportunities in your organization.	TeamBirth paper or digital survey to collect first hand experiences of patients throughout implementation.	Staff progress surveys and other touch points to elicit input from staff about what is working and what needs to improve.

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WORKSHEET
What is your TeamBirth elevator pitch?

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Socialize TeamBirth to build familiarity and buy-in across staff and clinicians. By engaging colleagues and inviting them to participate in the implementation of TeamBirth, you build a foundation of support that is necessary for successful and sustained change.

The Communication Strategy developed as part of the Implementation Strategy identifies your priority audiences so you can create key messages and materials to begin engaging colleagues across your system. Some key messages or points to engage in with colleagues include:

THE BASICS What is TeamBirth and why is it important?

THE GOALS How does this project align with your individual, team, or organizational priorities and values?

THEIR ROLE What will be asked of them and how they benefit by participating (what's in it for them)?

WHAT TO EXPECT How will everyone learn about the project and be supported throughout implementation? Where and when the opportunities will be to engage and provide feedback?

Everyone touched by TeamBirth should be included in TeamBirth socialization and engagement. People react differently to change and there will be different levels of enthusiasm for TeamBirth. It is important to use many different strategies to engage people and meet them where they are at.

Strategies for Socializing TeamBirth may include:

- Present at GB and Pediatric Department Meetings
- Screening the "What is TeamBirth" video (QR Code)
- Add TeamBirth presentations to staff meetings
- Add TeamBirth goals and strategies to weekly staff newsletters/emails or "Potty Notes" in stalls of staff bathrooms
- Share TeamBirth details with the Quality Department
- One-on-one conversations with colleagues

Scan or click for the [Why TeamBirth Video](#)

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How To | Develop Your Communication Strategy
Version 1.0

DEVELOP AN IMPLEMENTATION STRATEGY

Lay a strong foundation by systematically planning for your practice change



IMPLEMENTATION STRATEGY

GOALS

What is your unique mission statement?

What specific goals do you have for your TeamBirth implementation?

RESOURCES

What resources do you have available: staff, funding, time, internal systems, etc?

What is your implementation budget and implementation team allocations?

TIMELINE

When do you expect key milestones to occur throughout the implementation?

OTHER COMPONENTS

Leadership & Implementation Team Members & Governance Structure

Communication Strategy (see next slide)

Plans for executing each implementation activity (see Roadmap)



Update as you go!

DEVELOP A COMMUNICATION STRATEGY

Establish a clear plan for engaging leaders and staff



COMMUNICATION STRATEGY

WHO

Who are the different people and teams that need to hear about TeamBirth now and throughout the project?

It can be helpful to draft a stakeholder map

FOR EACH
“WHO”

WHY

The purpose of the communication

What do you want them to do with the information?

WHAT

Based on your WHY, what key points or information do you need to include?

WHEN & HOW

What are the best ways to share your WHAT (e.g. conversations, videos, 1-pager, email, meetings, etc)?

When and how often do they need to receive this message?



Update as
you go!

DEVELOP A MEASUREMENT STRATEGY

Systematically monitor and evaluate your practice change



MEASUREMENT STRATEGY

GOALS & LEARNING QUESTION

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What are the possible sources of this data?

How, when, and for whom are you going to collect your priority data?

METHODS

How will you analyze the data and how will you use your findings for decision making and improvement?

DATA COLLECTION TOOLS

What data collection do you already have and what tools need tailoring or development?



Update as you go!

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PREPARE

START >

> OUTCOMES

ENGAGE & COACH

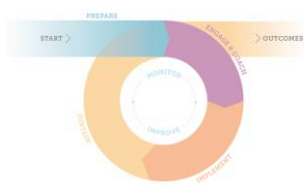
MONITOR

Core Implementation Activity: **CUSTOMIZE TEAMBIRTH**

IMPROVE

USTAIN

IMPLEMENT



PREPARE PHASE

CUSTOMIZE TEAMBIRTH

CORE: Co-design your site's unique TeamBirth process and shared planning tool

OBJECTIVES

Design your unique shared planning tool design

Test, iterate, and finalize your design based on feedback from care team members

Determine when to huddle based on how your units work

Milestones:

- Board design finalized
- Boards ordered
- Boards installed

ADAPT

Who you involve in your design process

Your methods for co-design and small-scale testing

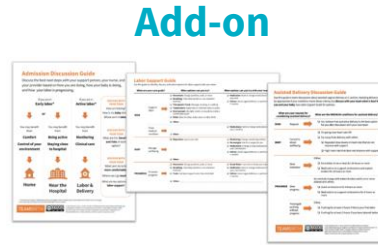
Your ording and installation process

Adapting TeamBirth

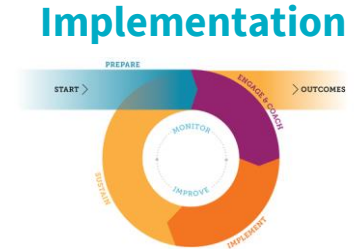
We will offer guidance, recommendations, and examples for how each TeamBirth component and activity can be adapted



Must be done



Recommended yet optional



Activities we focus on together

All should be adapted to fit your unique context needs

Examples of opportunities for adaptation

Core



Visual tool

Verbalizing the Huddle

Having an initial Huddle

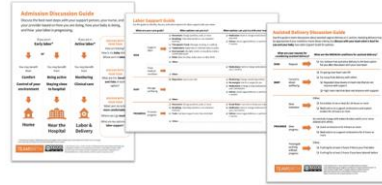


White board or printed inserts

Naming “Huddles” something different

Huddle in triage or when deciding to admit

Add-on



Simple 1-pager

Differentiated Plan structure

Shared with patient



Include branding

Using “birthing person” instead of “Me”

Shared as printed paper or digital copy

Implementation



Build your team

Collect experience data

Provide training



Different #s and roles on the team

Gather experiences via surveys, conversations, or other methods

Train in-person, via videos, or e-learning modules

Adapting TeamBirth

Review the **TeamBirth Components** resource for guidance on adapting the Core and Add-on Components of TeamBirth to your unique context

go.ariadnelabs.org/TBcomponents

TEAMBIRTH TEAMBIRTH CORE COMPONENTS **ARIADNE LABS**

TeamBirth Components

This document will help you understand the Core Components and optional Add-On Components of TeamBirth. TeamBirth is a care process innovation involving several intervention components that work together to improve safety and dignity in childbirth. Some components are required for success; others can be added on as needed. In addition to defining the components, this resource offers guidance, recommendations, and examples for how each TeamBirth component can be adapted to best fit your context.

CORE COMPONENTS

Core components are critical to successful delivery of TeamBirth across the maternal health continuum. They are Structured Team Huddles and the Shared Planning Tool.

These core components ensure TeamBirth's Four Key Behaviors occur at every huddle:

1. Promoting each member of the team
2. Eliciting patient preferences
3. Distinguishing care plans:
 - Labor and Delivery/Triage: patient, baby, and labor progress
 - Antepartum and Postpartum: patient and baby
4. Setting clear expectations for the next huddle

ADD-ON COMPONENTS

These shared decision making tools are recommended components that can be implemented **in addition to the Core**. These tools can be used as needed in your context and are particularly encouraged if you are not already using other shared decision-making tools.

ADAPTABLE

Previously named "flexible" Core components must be done, and add-on components are optional, **but both should be adapted to fit your unique context needs.**

Guidelines describe how they can be delivered in different ways while maintaining fidelity to TeamBirth's Core components.

USING THIS GUIDE

In the following pages, each component is featured as a section header with its corresponding visual and details that include component definition, guidelines and recommendations for adaptation, and examples.


- Add the logo or header
- Translate into relevant languages
- Incorporate standard review of this guide in all huddles called for Category 2 FHR tracings and labor progress concerns
- Track documentation of the use of the guide for instrumented births and unplanned c-sections

This evidence based tool was developed and tested to take current national guidelines and word them in patient-friendly language. It can be adapted to match site branding and specific context needs, but content must be maintained to ensure fidelity to best practice guidelines.



Design your tool

Shared Planning Tool	
TEAM	PLAN
	Me
	Baby
	Progress
PREFERENCES	NEXT HUDDLE
	→

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Shared Planning Tool
Version April 2024

Examples



Welcome to Saint Peter's University Hospital



Allergies:



Date:



Room:



Food #:

Meet Your Care Team

Name:
Support People:
Doula:
Nurse:
Provider:

We are having a...



Care Plan

For Me

For Baby

For My Labor Progress

Next TeamBirth Pause

Preferences, Hopes, Desires

Blank area for preferences, hopes, and desires.



2cm

3cm

4cm

5cm

6cm

7cm

8cm

9cm

10cm

Early Labor

Active Labor

Pushing

Examples



Room #:	Date:	Weeks:
Team:	_____:	Baby:
BIRTHING PERSON:	Plan:	Plan:
SUPPORT PERSON(S):	Progress: (Labor or Discharge)	Progress: (Newborn Discharge)
NURSE:	Next Huddle:	Next Huddle:
ATTENDING DR:		
ROUNDING DR:		
Preferences:		
Notes:		

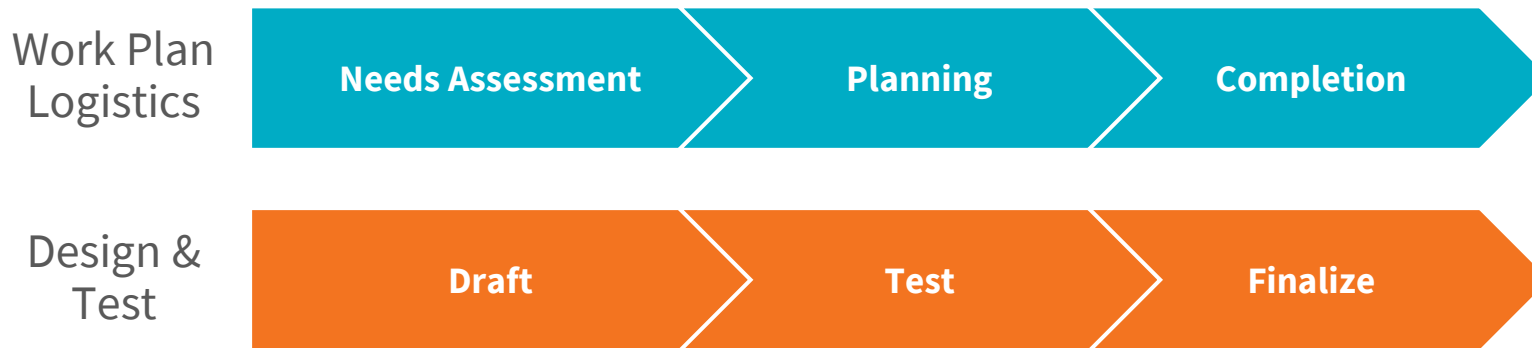
_____→

Delivery
Discharge



Design your tool

Get your team together and start designing your shared planning board

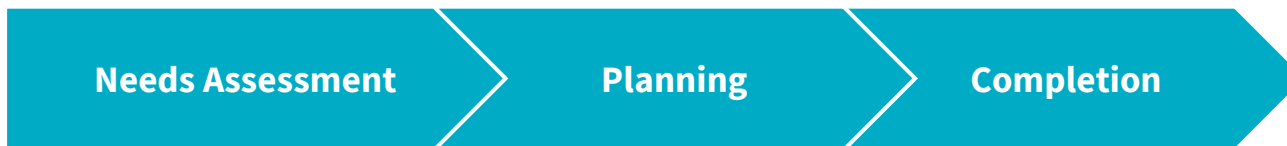




Design your tool

Create a work plan to ensure your team can manage the process efficiently

Work Plan
Logistics



- How many rooms?
- What type of boards for each room: triage, postpartum, L&D, etc?
- Are frames needed?
- Dry erase or inserts?
- Writing utensils for each board?
- Establish available budget & desired timeline
- Identify vendor
- Clarify regulatory and branding requirements
- Engage relevant stakeholders: marketing, patient experience, purchasing, facilities, etc
- Work plan design and test activities
- Set deadlines for purchasing and installation
- Order boards
- Install boards

Design your tool

Use the TeamBirth Components resource to guide your unique adaptations

Design & Test



Review examples

Edit the template

Get input from care team

Get input from patients / advocates

Make a prototype with paper or a dry erase board

Have champions try out the draft

Use different Huddle scenarios with the draft

Get feedback on what works and what doesn't

Update your draft based on feedback

Finalize design with appropriate approvals

Send your final design to your TeamBirth Coach for review



PREPARE

START >

> OUTCOMES

ENGAGE & COACH

MONITOR

Core Implementation Activity: **ASSESS YOUR CONTEXT**

IMPROVE

USTAIN

IMPLEMENT



PREPARE PHASE

ASSESS YOUR CONTEXT

CORE: Survey leaders, implementers, and frontline staff and review results to learn how implementation can leverage strengths and address opportunities for improvement

OBJECTIVES

- Understand how and why we use Atlas for conducting a context assessment
- Prepare for surveying your staff with the digital surveys

Milestones:

- Pre-implementation survey results shared (before go live)
- Progress survey results shared (after go live)

ADAPT

Your strategies for administering the surveys and how you apply results to your implementation effort



The Atlas Context Assessment

Surveys leaders, implementers, and frontline staff to learn how implementation can leverage strengths and address pain points

Survey	Why	When	How Long	Who*		
				L	S	I
Pre-Implementation	To inform decisions about readiness to implement and the design of the implementation strategy	Before launch	5 - 10 mins.			
Progress	To assess if the implementation plan is working and inform modifications to the plan	3-6 months after launch	5 - 10 mins.			

* L = leaders
 S = staff (clinical frontline)
 I = implementation team

The following statements are about THIS IMPROVEMENT WORK.

Leadership is committed to this improvement.

Agree <input type="radio"/>	Somewhat Agree <input type="radio"/>	Somewhat Disagree <input type="radio"/>	Disagree <input type="radio"/>	Don't Know <input type="radio"/>
--------------------------------	---	--	-----------------------------------	-------------------------------------

There are people in each of the disciplines involved in this improvement who will promote this work.

Agree <input type="radio"/>	Somewhat Agree <input type="radio"/>	Somewhat Disagree <input type="radio"/>	Disagree <input type="radio"/>	Don't Know <input type="radio"/>	N/A <input type="radio"/>
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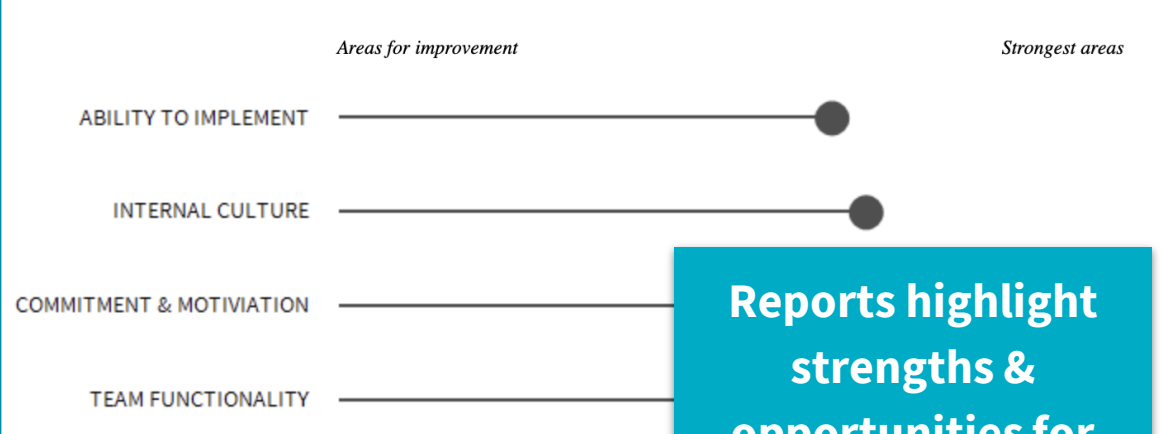
Surveys are **simple** and
shared with a **link or QR code**

The Atlas Context Assessment

Review of the reports during coaching calls will inform implementation planning

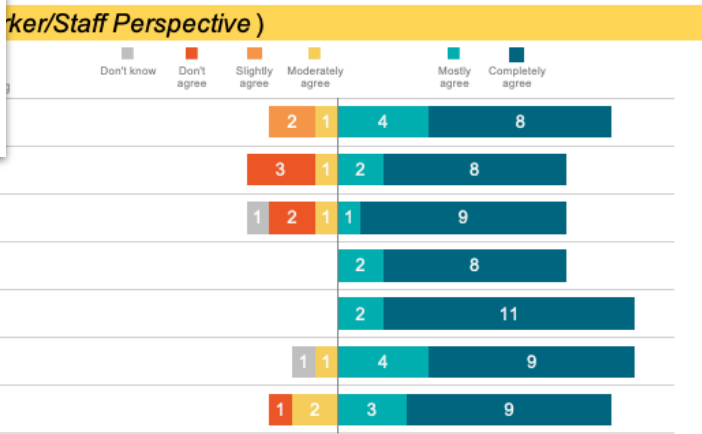


SITE CAPACITY



Reports highlight strengths & opportunities for improvement

ARIADNE LABS





ASSESS YOUR CONTEXT

Prepare for your assessment. Sharing the survey and providing reminders while advocating for survey completion to **reach the 60% response rate goal**

Context Assessment Timeline



Looking Ahead



Implementation Timeline



Go Live!

Today's Key Takeaways



Shared Planning Tool: PREFERENCES

- Opportunity to elicit what matters now - HEAR your patient here
- Can change over time
- Review/discussion of an existing birth plan may be valuable

Shared Planning Tool: PLAN

- Written in patient friendly language
- Clearly distinguishes plans for: birthing person, baby, and labor progress
- Discussed at every Huddle even if no change is made



Develop Your Strategy

- Articulate project goals, timeline, and a systematic implementation, communication, and measurement strategy

Customize TeamBirth

- Plan for and start designing your site's unique TeamBirth process and shared planning tool

Assess Your Context

- Surveying staff to understand your strengths and opportunities for improvement is essential

Action Items



*Implementation
Pathway*

Action Items

Details & Resources

General	Familiarize yourself with NJ Health Care Quality Institute TeamBirth pages and resources	www.njhcqi.org/teambirthnj-cohort4 Password: Cohort42024!
DEVELOP YOUR STRATEGY	Use HOW TO worksheets with your implementation team to start drafting your plans	HOW TO Develop Your Implementation, Communication, and Measurement Strategy
CUSTOMIZE TEAMBIRTH	Use this HOW TO resource to plan your process for tool design and testing	HOW TO Customize Your Shared Planning Tool
	Review the examples resource	On the website: TeamBirth Board Examples
	Start planning and drafting	
ASSESS YOUR CONTEXT	Include in your measurement strategy, how and when you will distribute your Atlas Pre-Implementation Survey link (&/or QR code)	More details in your coaching calls

Next Steps

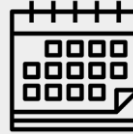
Learning Session 3

July 29, 2024

12:00 - 1:00pm EST

Share your feedback!

- Anonymous
- Short survey
- Tell us what you like
- Tell us how to improve



Coaching Calls

See follow up email for Learning **Session Handout** for call agenda



Email Adelisa & Alea for

- Support and updates
- Resources
- Implementation Questions & Needs

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