



Cohort 4 Collaborative Learning Session #9

February 24, 2025

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

Learning Session Agenda

Introduction

TeamBirth Implementation

Current core activities:

- Sharing & Discussion: Launches & Training
- Collect data & feedback: Huddle observations

Looking Ahead

Action Items

Feedback Survey



TeamBirth Implementation Roadmap

Building on the priority implementation activities

PHASE	PREPARE	ENGAGE & COACH	IMPLEMENT	SUSTAIN
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 TeamBirth ✓ Provide training & practice huddles ✓ Test & improve 	<ul style="list-style-type: none"> ✓ Collect data & feedback ✓ Launch TeamBirth ✓ Monitor & celebrate progress 	<ul style="list-style-type: none"> ✓ Embed for sustainability ✓ Evaluate impact & continuously improve

NJHCQI TeamBirth Websites

Access your cohort 4 resources at this **private website**

www.njhcqi.org/teambirthnj-cohort4

Password: Cohort42024!

Public TeamBirth NJ website

www.njhcqi.org/shared-decision-making

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](#)

[SESSION HANDOUT #1](#)

SESSION 2

June 2024

[SLIDE DECK](#)

[SESSION HANDOUT #2](#)

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 Implementation



PREPARE

START >

ENGAGE &

> OUTCOMES

Implementation Progress

- ✓ Build your team
- ✓ Develop your strategy
- ✓ Assess your context
- ✓ Customize TeamBirth
- ✓ Socialize TeamBirth
- ✓ Provide training & practice huddles
- ✓ Conduct patient surveys
- ✓ Go live and launch TeamBirth

Look how far we've come!

IMPLEMEN



Launch TeamBirth

- What plans do you have for Launch?
- How did your launch go?
- What huddle experiences have you had?
- What questions do you have for the other sites?

Inspira Mullica Hill



Inspira Vineland





Provide Training & Practice Huddles

- What has your training and huddle practice looked like?
- What questions are staff asking?

PREPARE

START >

> OUTCOMES

ENGAGE & COACH

MONITOR

Core Implementation Activity:
COLLECT DATA & FEEDBACK

IMPROVE

USTAIN

IMPLEMENT



Huddle Observations and Feedback

Gather real world data on TeamBirth huddles in order to provide timely and actionable feedback crucial to improvement

OBJECTIVES

- Prepare for conducting huddle observations
- Begin conducting huddle observations after launch
- Iterate your observation strategy as needed

Milestones:

- Complete one observation and provide feedback to the team
- Conduct a set number of observations and review with the implementation team to inform goals for improvement

ADAPT

Your unique observation strategy and methods



Huddle Observation and Feedback

WHO	<p>Huddle participants</p> <ul style="list-style-type: none">• Clinical: nurse, provider, etc• Support person: partner, doula, etc <p>Huddle observers</p> <ul style="list-style-type: none">• Peers (a non-huddle nurse, provider, etc)• Champions, managers, etc
WHAT	<p>Documentation and communication of observed behaviors using the Huddle Observation Form</p>
WHY	<p>To provide consistent structure for:</p> <ul style="list-style-type: none">• Celebrating or highlighting strengths• Discussing opportunities to adjust or improve <p>To provide space for non-judgemental feedback that is respectful, timely, specific, relevant, and actionable</p>



Huddle Observations

WHEN

Observations can be done:

- During practice scenarios or simulations
- During a live patient huddle

Complete the Huddle Observation Form

- In real time during the huddle
- Immediately after the huddle concludes

HOW

Establish expectations for how you will conduct huddle observations with your teams (*see next slide*)

Make clear that the purpose of observations is to give and receive feedback on TeamBirth behaviors

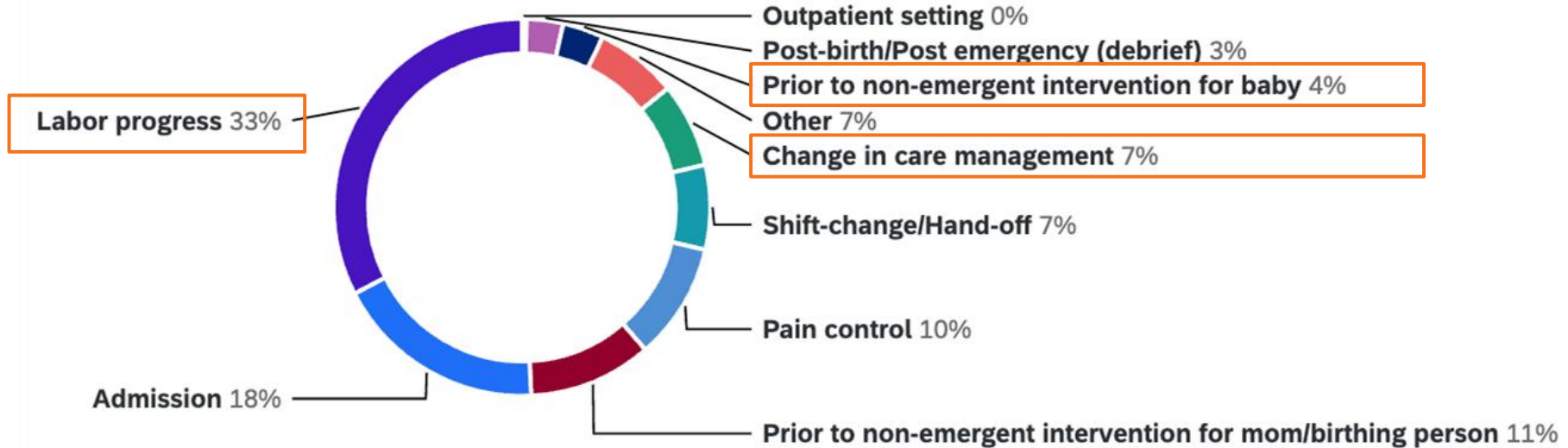
Explore what approach makes sense in your context:

- **Self-observation:** Asking huddle members to complete the form
- **Peer observation:** Asking other clinical team members to observe and complete the form
- **Champion observation:** Establishing specific people (leader or educator) as the observer and completer of the form

Plan for how you support, monitor, and reward care teams for participating in observations

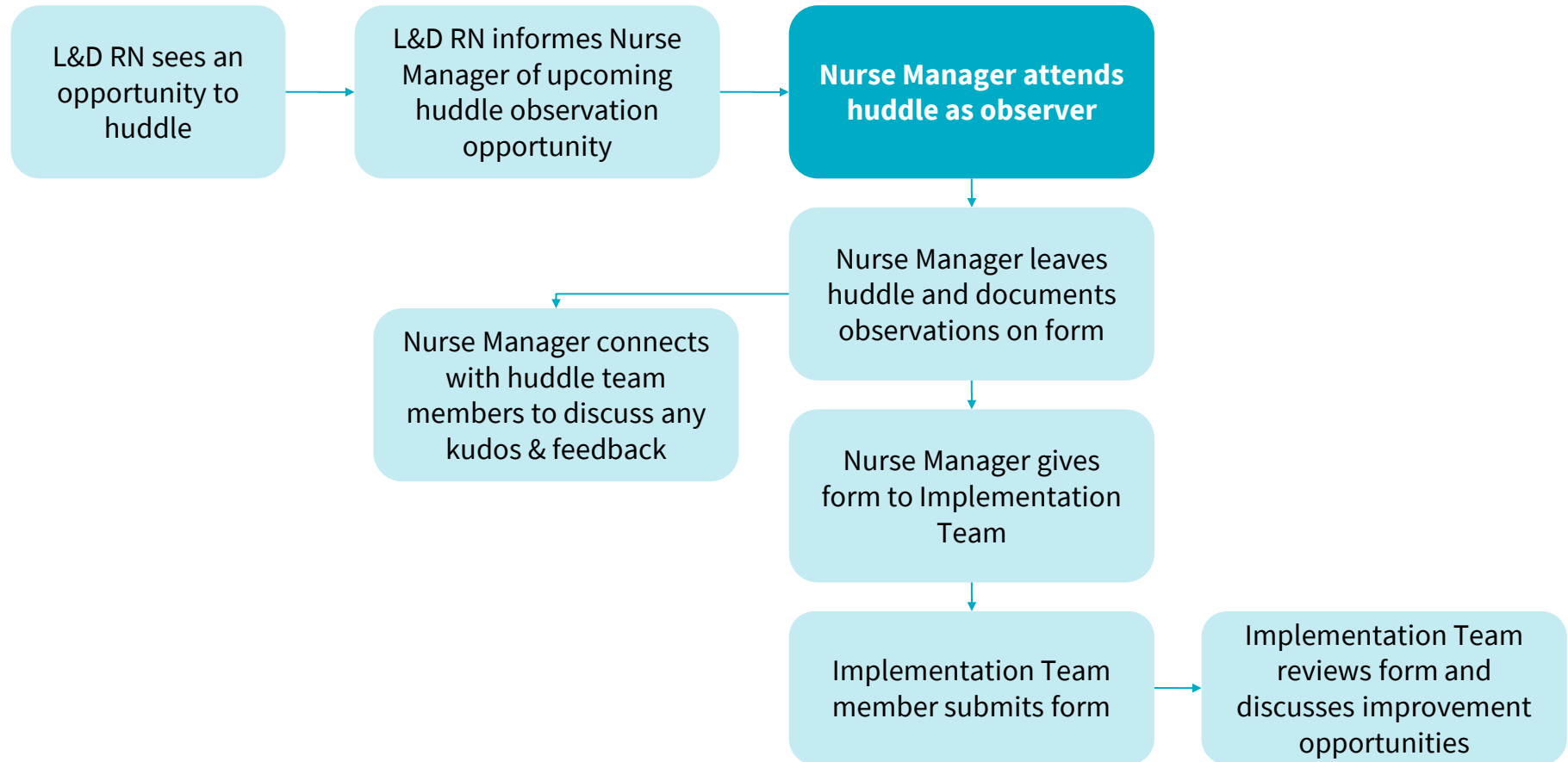
Reasons for Huddle

Across the huddle observations submitted to date, these were the stated reasons for the huddle



Huddle Observation

EXAMPLE PROCESS 1



HUDDLE OBSERVATION

EXAMPLE SCENARIO 1

Baby was OP and had difficult tracing FHT's at times.

The nurses wanted to put her in different positions to help turn the baby but was unable to use certain positions due to loss of FHT's and pitocin was infusing for the induction.

The huddle discussion was about the option of using a fetal scalp electrode to enable multiple position changes.

The patient and family understood but preferred not to use the FSE.

HUDDLE OBSERVATION

EXAMPLE

TEAMBIRTH Huddle Observation Form EXAMPLE



Observer Name: Susan	Role / Title: Nurse Manager	Date: n/a
--------------------------------	---------------------------------------	---------------------

1. Please attest to personally observing or being a part of a TeamBirth huddle by selecting your role in the huddle:

- I was a clinical team member in the huddle
- I was a support person (like spouse, doula, family, etc) in the huddle
- I was an observer of the huddle

2. Which of the following instances prompted the huddle? **Select all that apply:**

- | | |
|--|--|
| <input type="checkbox"/> Admission
<i>(Examples: Labor evaluation, Induction, Scheduled C-Section, High Risk Antenatal, Postpartum readmission, Transfer in from community birth setting or other facility)</i> | <input type="checkbox"/> Prior to non-emergent intervention for mom/birthing person
<i>(Examples: AROM, augment, internal monitors, use of vacuum or forceps to assist birth, C-Section)</i> |
| <input checked="" type="checkbox"/> Labor Progress | <input type="checkbox"/> Prior to non-emergent intervention for baby
<i>(Examples: Supplemental feeding plan, phototherapy, opioid exposure plan, NICU observation/admission)</i> |
| <input type="checkbox"/> Pain Control | <input type="checkbox"/> Post-birth/Post-emergency Debrief |
| <input checked="" type="checkbox"/> Change in care management
<i>(Examples: Hypertension, Hemorrhage, Infection, Opioid Use Disorder)</i> | <input type="checkbox"/> Other, please specify: _____ |
| <input type="checkbox"/> Shift change/Hand-off/Discharge | |

3. Did the team clearly state that this conversation was a TeamBirth huddle?

- Yes** A team member stated clearly that a TeamBirth huddle was occurring
- No** The huddle occurred but was not clearly named for those present

HUDDLE OBSERVATION

EXAMPLE

TEAM

4. Was each person introduced by name and role at the beginning of the huddle?
- Yes, everyone** *Including the patient and any support people*
 - No, only some** *Some people were not introduced by name & role, please specify: _____*
 - No** *Introductions were not done*
5. Were the team members' names & roles written on the shared planning board, either during this huddle or previously?
- Yes, all** *All names & roles were written on the board*
 - No, only some** *Some names & roles were left off the board, please specify: _____*
 - No** *No names were written on the board*

PREFERENCES

6. Did the team ask the patient to share preferences or concerns related to the current plan being discussed?
- Yes** *Patient was able to share preferences or concerns*
 - No** *The care team did not ask the birthing person to share preferences or concerns*
7. Were any patient preferences or concerns about the current plan written on the shared planning board, either during this huddle or previously?
- Yes** *Preferences or concerns about the current plan were written on the board*
 - Yes, previously** *Preferences or concerns were previously written on the board*
 - No** *Preferences or concerns were not written on the board*



Huddle Observation

EXAMPLE

PLAN

8. Did the team discuss the care plan options and make decisions that incorporated or addressed the patient's shared preferences or concerns?

- Yes No

9. Were the following care plans written or updated on the shared planning board?

	Yes, board updated	No, board did not need updating	No, board left blank
Plan for Me / Mom	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Plan for Baby	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Plan for Labor Progress	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

NEXT HUDDLE

10. Did the team discuss expectations for when the next huddle may occur?

- Yes** *Clear expectations for the next huddle were stated*
 No *The team did not discuss the next huddle*

11. Were the expectations for when the next huddle may occur written on the shared planning board?

- Yes** *Next huddle options were written on the board*
 Yes, previously *Next huddle options were previously written on the board*
 No *Next huddle options were not written on the board*

Huddle Observation

EXAMPLE

REFLECTIONS

The below reflections provide opportunities for discussion and feedback with the team to support improvement!

12. Was everything written on the board in patient friendly language?

- Yes No

13. Who wrote on the shared planning board during this huddle? **Select all that apply:**

- Mom/Birthing person Nurse
 Support person (doula, family, friend, partner, spouse) Provider (midwife/physician)
 Other (please specify)

14. What went well during the huddle?

The nurse and physician did a great job explaining why they wanted to use an FSE and were gracious enough to listen to the patients decision.

15. What challenges did you observe or experience?

16. How could the team improve next time?

Updating plan items with patient friendly language: what is a patient friendly way to write "FSE"?

17. Did you provide any feedback to any team members based on the above observations?

- Yes No

18. What else do you want to share about your experience with this TeamBirth Huddle?

The mom ended up delivering her baby without an FSE.

HUDDLE OBSERVATION

EXAMPLE

Potential feedback based on the form:

Strengths

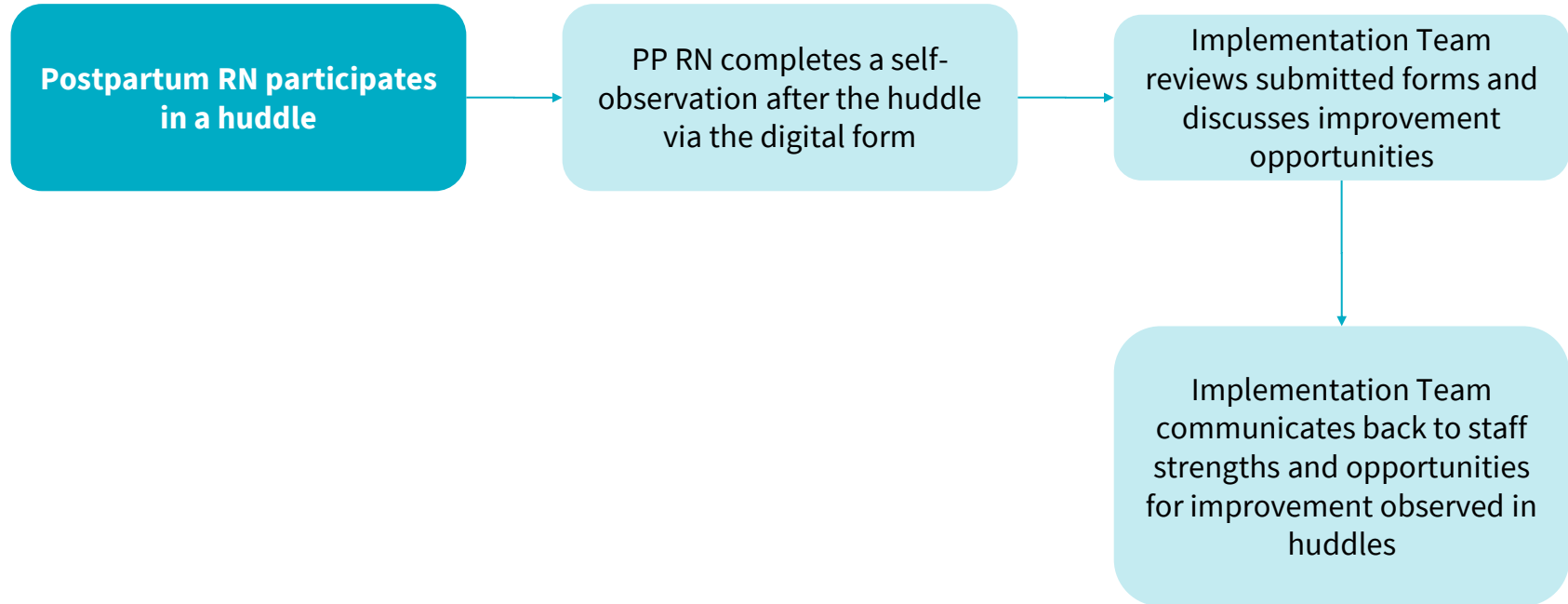
- Clear demonstration of the four key TeamBirth behaviors and use of the board!
- Showcased shared decision-making by respecting patient preferences in the plan

Opportunities for Improvement

- Clearly introduce and state that a TeamBirth Huddle is occurring
- Exploring patient friendly ways to write clinical terms like FSE on the board
- Encouraging support people to update the board as well as the nurse

Huddle Observation

EXAMPLE PROCESS 2



HUDDLE OBSERVATION

EXAMPLE SCENARIO 2

Mother has been frustrated with baby's progress and requested a huddle.

Infant has become more irritable over the last 12 hours.

Concerns and ideas were shared, assessments were discussed, and a plan was agreed upon for addressing infant's change in irritability and feeding.

HUDDLE OBSERVATION

EXAMPLE

TEAMBIRTH

Huddle Observation Form EXAMPLE 2



Observer Name:

Alex

Role / Title:

Postpartum RN

Date:

n/a

1. Please attest to personally observing or being a part of a TeamBirth huddle by selecting your role in the huddle:

- I was a clinical team member in the huddle
- I was a support person (like spouse, doula, family, etc) in the huddle
- I was an observer of the huddle

2. Which of the following instances prompted the huddle? **Select all that apply:**

- | | |
|--|--|
| <input type="checkbox"/> Admission
<i>(Examples: Labor evaluation, Induction, Scheduled C-Section, High Risk Antenatal, Postpartum readmission, Transfer in from community birth setting or other facility)</i> | <input type="checkbox"/> Prior to non-emergent intervention for mom/birthing person
<i>(Examples: AROM, augment, internal monitors, use of vacuum or forceps to assist birth, C-Section)</i> |
| <input type="checkbox"/> Labor Progress | <input checked="" type="checkbox"/> Prior to non-emergent intervention for baby
<i>(Examples: Supplemental feeding plan, phototherapy, opioid exposure plan, NICU observation/admission)</i> |
| <input type="checkbox"/> Pain Control | <input type="checkbox"/> Post-birth/Post-emergency Debrief |
| <input type="checkbox"/> Change in care management
<i>(Examples: Hypertension, Hemorrhage, Infection, Opioid Use Disorder)</i> | <input type="checkbox"/> Other, please specify: _____ |
| <input type="checkbox"/> Shift change/Hand-off/Discharge | |

3. Did the team clearly state that this conversation was a TeamBirth huddle?

- Yes** *A team member stated clearly that a TeamBirth huddle was occurring*
- No** *The huddle occurred but was not clearly named for those present*

HUDDLE OBSERVATION

EXAMPLE

TEAM

4. Was each person introduced by name and role at the beginning of the huddle?
- Yes, everyone** *Including the patient and any support people*
 - No, only some** *Some people were not introduced by name & role, please specify: _____*
 - No** *Introductions were not done*
5. Were the team members' names & roles written on the shared planning board, either during this huddle or previously?
- Yes, all** *All names & roles were written on the board*
 - No, only some** *Some names & roles were left off the board, please specify: support person (auntie)*
 - No** *No names were written on the board*

PREFERENCES

6. Did the team ask the patient to share preferences or concerns related to the current plan being discussed?
- Yes** *Patient was able to share preferences or concerns*
 - No** *The care team did not ask the birthing person to share preferences or concerns*
7. Were any patient preferences or concerns about the current plan written on the shared planning board, either during this huddle or previously?
- Yes** *Preferences or concerns about the current plan were written on the board*
 - Yes, previously** *Preferences or concerns were previously written on the board*
 - No** *Preferences or concerns were not written on the board*



HUDDLE OBSERVATION

EXAMPLE

TEAMBIRTH Huddle Observation Form



PLAN

8. Did the team discuss the care plan options and make decisions that incorporated or addressed the patient's shared preferences or concerns?

- Yes No

9. Were the following care plans written or updated on the shared planning board?

	Yes, board updated	No, board did not need updating	No, board left blank
Plan for Me / Mom	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Plan for Baby	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Plan for Labor Progress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

NEXT HUDDLE

10. Did the team discuss expectations for when the next huddle may occur?

- Yes** *Clear expectations for the next huddle were stated*
 No *The team did not discuss the next huddle*

11. Were the expectations for when the next huddle may occur written on the shared planning board?

- Yes** *Next huddle options were written on the board*
 Yes, previously *Next huddle options were previously written on the board*
 No *Next huddle options were not written on the board*

HUDDLE OBSERVATION

EXAMPLE

REFLECTIONS

The below reflections provide opportunities for discussion and feedback with the team to support improvement!

12. Was everything written on the board in patient friendly language?

- Yes No

13. Who wrote on the shared planning board during this huddle? **Select all that apply:**

- Mom/Birthing person Nurse
 Support person (doula, family, friend, partner, spouse) Provider (midwife/physician)
 Other (please specify)

14. What went well during the huddle?

Mother and nursing staff all had good ideas to address said concerns, everyone had a chance to share concerns and ideas

15. What challenges did you observe or experience?

The board wasn't updated until the end so only the baby's plan was updated

16. How could the team improve next time?

Reinforcing the plan and the idea that plans can be evolving and changed at any time but will talk with the family regarding changes

17. Did you provide any feedback to any team members based on the above observations?

- Yes No

18. What else do you want to share about your experience with this TeamBirth Huddle?

Huddle Observation

EXAMPLE

Potential feedback based on the form:

Strengths

- Clearly introduced that a TeamBirth Huddle was occurring
- Clear demonstration of creating the opportunity for patient preferences and shared decision-making!

Opportunities for Improvement

- Reminders to include new people in the Team section of the board, especially support people so they can see that their input is valuable
- The Next Huddle section of the board is the most skipped section, so reminders to even just note “as needed” or “by request” on the board is valuable for team clarity
- Encourage staff to cultivate a culture of continuous improvement by sharing (positive and constructive) feedback with their team members



Huddle Observation Form

A valuable tool for coaching huddles throughout implementation

Download, print, and share with staff the [TeamBirth Huddle Observation Form](#)

TEAMBIRTH Huddle Observation Form

ARADNE LABS

Observer Name: _____ Role / Title: _____ Date: _____ Unit: _____

1. Please attest to personally observing or being a part of a TeamBirth huddle by selecting your role in the huddle:
 I was a clinical team member in the huddle
 I was a support person (like spouse, doula, family, etc) in the huddle
 I was an observer of the huddle

2. Which of the following instances prompted the huddle? **Select all that apply:**

<input type="checkbox"/> Admission <small>(Labor evaluation, induction, Scheduled C Section, High Risk Antenatal, Postpartum readmission, transfer in from community birth setting or other facility)</small>	<input type="checkbox"/> Prior to non-emergent intervention for mom/patient <small>(AMNOC, segment, internal monitors, use of vacuum or forceps to assist birth, C Section)</small>
<input type="checkbox"/> Labor Progress	<input type="checkbox"/> Prior to non-emergent intervention for baby <small>(Supplemental feeding plan, phototherapy, opioid exposure plan, NICU observation/admission)</small>
<input type="checkbox"/> Pain Control	<input type="checkbox"/> Post-birth/Post-emergency Debrief
<input type="checkbox"/> Change in care management <small>(Hypertension, Hemorrhage, Infection, Opioid Use Disorder)</small>	<input type="checkbox"/> Other, please specify: _____
<input type="checkbox"/> Shift change/Hand-off/Discharge	

3. Did the team clearly state that this conversation was a TeamBirth huddle?
 Yes *A team member stated clearly that a TeamBirth huddle was occurring*
 No *The huddle occurred, but was not clearly named for those present*

TEAM

4. Was each person introduced by name and role at the beginning of the huddle?
 Yes, **everyone** *Including the patient and any support people were introduced*
 No, **only some** *Some people were not introduced by name and role, please specify: _____*
 No *Introductions were not done*

5. Were the team members' names & roles written on the shared planning board, either during this huddle or previously?
 Yes, **all** *All names & roles were written on the board*
 No, **only some** *Some names & roles were left off the board, please specify: _____*
 No *No names were written on the board*

PREFERENCES

6. Did the team ask the patient to share preferences or concerns related to the current plan being discussed?
 Yes *Patient was able to share preferences or concerns*
 No *The care team did not ask the birthing person to share preferences or concerns*

7. Were any patient preferences or concerns about the current plan written on the shared planning board, either during this huddle or previously?
 Yes *Preferences or concerns about the current plan were written on the board*
 Yes, **previously** *Preferences or concerns were previously written on the board*
 No *Preferences or concerns were not written on the board*

8. Did the team discuss the care plan options and make any shared preferences or concerns?
 Yes No

9. Were the following care plans written or updated on the board?

	Yes, board updated	No, I did not update
Plan for Me / Mom	<input type="radio"/>	<input type="radio"/>
Plan for Baby	<input type="radio"/>	<input type="radio"/>
Plan for Labor Progress	<input type="radio"/>	<input type="radio"/>

NEXT HUDDLE

10. Did the team discuss expectations for when the next huddle will occur?
 Yes *Clear expectations for the next huddle were discussed*
 No *The team did not discuss the next huddle*

11. Were the expectations for when the next huddle may occur discussed?
 Yes *Next huddle options were discussed*
 Yes, **previously** *Next huddle options were discussed previously*
 No *Next huddle options were not discussed*

REFLECTIONS

The below reflections provide opportunities for discussion or reflection.

12. Was everything written on the board in patient friendly language?
 Yes No

13. Who wrote on the shared planning board during this huddle?
 Mom/Birthing person
 Support person (doula, family, friend, partner, spouse)

14. What went well during the huddle?

15. What challenges did you observe or experience?

16. How could the team improve next time?

17. Did you provide any feedback to any team members based on your observations?
 Yes No

18. What else do you want to share about your experience with this TeamBirth Huddle?

© 2024 Ariadne Labs, a joint center for health systems innovation between Brigham and Women's Hospital and the Harvard T.H. Chan School of Public Health. Licensed under the Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International License. <https://creativecommons.org/licenses/by-nc-sa/4.0/>

TeamBirth Recognition | Huddle Observation Form
Version Dec 2024

WHAT

2-page form

Quick select options to document each key behavior during a huddle

Several open ended questions for providing additional detail

Share:

- As a printed form
- Digital Survey Form Link*

*Get your site specific link from Ariadne



Observation and Feedback Process

Determine how you will conduct observations and provide feedback

PREPARE	OBSERVE	REVIEW & IMPROVE
<p>Who will be complete the form?</p> <ul style="list-style-type: none"> ● Someone in the huddle ● An observer <p>How is the form accessed?</p> <ul style="list-style-type: none"> ● Printed ● Emailed, pinned Word Doc 	<p>When do observations occur?</p> <ul style="list-style-type: none"> ● Practice sessions and simulations ● After specific patient huddles <p>Complete the form ASAP for each huddle</p> <p>Share completed forms with the Implementation Team</p>	<p>When does review happen?</p> <ul style="list-style-type: none"> ● Immediately together during practice ● During an implementation meeting or coaching call (for observed real patient huddles) <p>Provide coaching feedback to huddle participants (see next slide)</p> <p>Opportunities for Improvement:</p> <ul style="list-style-type: none"> ● Individuals: What can I work on in my next huddle? ● Implementation Team: How can we support staff to address gaps?

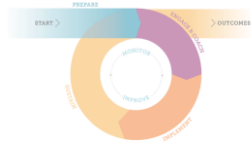


Collect Data & Feedback: Huddle Observations

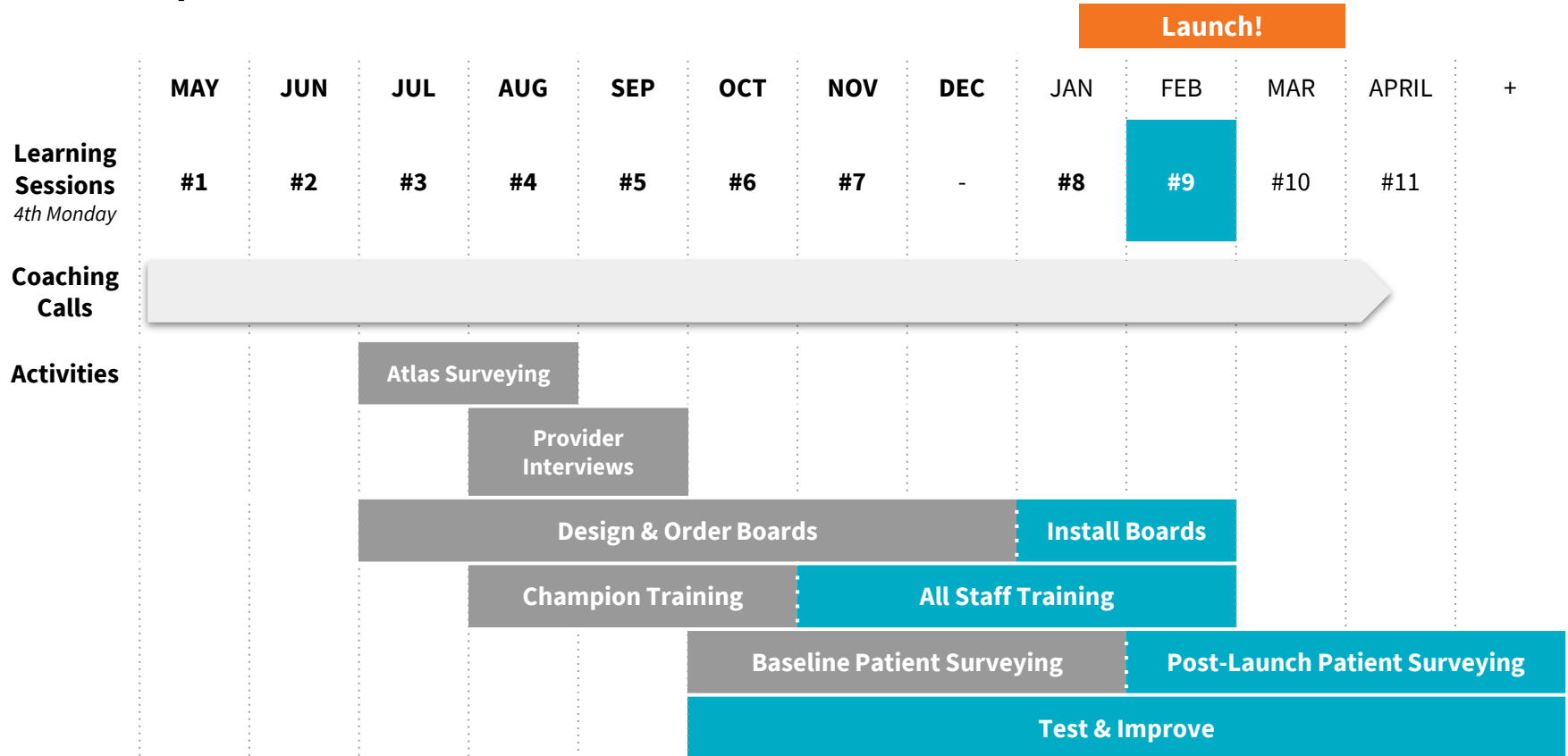
- What process would work for your staff?
- What huddle observation examples or stories do you have?

Looking Ahead





Implementation Timeline



Action Items



Implementation Pathway

Action Items

Details & Resources

PROVIDE TRAINING & PRACTICE HUDDLES	All staff complete LMS training and huddle practice opportunities	Training Resources HOW TO Provide training & practice huddles Lunch & Learn Template Slide Deck
CUSTOMIZE TEAMBIRTH	Install your boards right before launch	
CONDUCT PATIENT SURVEYS	Iterate your patient survey process as needed	HOW TO Conduct Patient Surveying NJ Cohort 4 Patient Survey Template
LAUNCH TEAMBIRTH	Complete launch activities! (send us photos!) Send Adelisa dates for launch/site visits	See Collaborative Session 5 slides for examples
HUDDLE OBSERVATION	Collect data & feedback via at least 1 huddle observation form and bring to next coaching call	TeamBirth Huddle Observation Form Session 8 Slides 8-13 for details

Next Steps

Next Learning Session

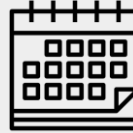
All State Post-Launch Collab!

March 31th, 2025

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 for

- Support and updates
- Resources
- Implementation Questions & Needs

aperez@njhcqi.org