

## IHP 430 Final Project Guidelines and Rubric

### Overview

As a student of healthcare quality management, it is vital that you are able to identify problems that arise in healthcare organizations and propose strategies for their improvement. A critical part of this process requires you to be familiar with quality and accreditation standards and navigate the communication channels of the organization.

For your summative assignment, you will identify a departmental problem within a healthcare organization and develop a collaborative performance improvement initiative to address it. Ideally, the proposed evidence-based solution will serve to improve the departmental problem, thus contributing to the overall success of the healthcare organization. The project is divided into **three milestones**, which will be submitted at various points throughout the course to scaffold learning and ensure quality final submissions. These milestones will be submitted in **Modules Two, Four, and Seven**. The final product will be submitted in **Module Eight**.

In this assignment, you will demonstrate your mastery of the following course outcomes:

- Evaluate appropriate methods of healthcare data collection and interpretation for informing organizational decision making
- Assess healthcare performance improvement initiatives for addressing gaps in organizational performance
- Evaluate requirements of current quality and safety initiatives for how they promote the culture of safety in healthcare organizations
- Formulate communication and teamwork strategies in quality management that engage diverse stakeholders within healthcare organizations
- Evaluate information management systems and patient care technologies that promote healthcare quality

### Prompt

Begin by identifying an organizational problem within your own workplace healthcare setting or a hypothetical healthcare organization. Propose an initiative that addresses this chosen problem, utilizing evidence-based literature and quality standards. If you choose a problem in your workplace, be sure to utilize data from that healthcare organization; if you have created a hypothetical healthcare organization, you may use a public domain database with instructor permission. As this is a scholarly initiative, this assignment must adhere to all APA requirements and formatting, and include peer-reviewed and evidence-based sources to support any and all claims.

Specifically, the following **critical elements** must be addressed:

- I. What Is the Organizational **Problem**?
  - A. **Provide** a contextual basis for the organizational problem that you have chosen. How does this problem fail to meet quality or other regulatory requirements?
  - B. **Articulate** organizational challenges posed by the problem (e.g., interdepartmental conflicts, communication failure, budgeting issues).

II. Evidence-Based **Support**

- A. **Provide** data that supports the existence of the problem. You may utilize public sources to find data related to your selected problem.
- B. How has this problem been **addressed** in the past? What information management systems or patient care technologies have been utilized when addressing this problem? Be sure to use peer-reviewed literature to support your answer.
- C. **Discuss** relevant accreditation standards, safety standards, compliance standards, and quality initiatives. How do these standards promote a culture of safety within the department? Be sure to cite the appropriate standards within your answer.

III. **Performance** Improvement Initiative

- A. **Propose** an initiative that will address this problem within the department of your chosen healthcare organization. What specific relevant quality standard will this quality initiative address?
- B. **Discuss** the data determinants of success, as related to this initiative. In other words, what type of data will be indicative of a quality outcome?

IV. **Implementation** of the Plan in the Organization

- A. What interdepartmental **communication** channels will be used for plan implementation?
- B. What manner of **data** interpretation will be used to communicate the findings within the organization?
- C. If this **initiative** was implemented, what do you believe would be the hypothetical effect(s) on patient care outcomes? How will health information systems support those improvements in patient care?
- D. What do you think the hypothetical **effect** of the quality or performance initiative will be on the culture of safety within the organization?

V. **Success** of the Performance Improvement Plan

- A. If this initiative is successful, what would be the **financial** implications for the healthcare organization?
- B. How would the existing **information** management systems contribute to the success of your proposal?
- C. What organizational **processes** will permit continued viability of the performance improvement initiative, if it is successful?
- D. Analyze interdepartmental **communication** that would be necessary for continued engagement in the proposed initiative.

## Milestones

### Milestone One: Identify Organizational Problem

In **Module Two**, you will identify an organizational problem within your own workplace healthcare setting or a hypothetical healthcare organization. If you choose a problem in your workplace, be sure to utilize data from that healthcare organization; if you have created a hypothetical healthcare organization, you may use a public domain database with instructor permission. As you develop this first part of the assignment, provide a contextual basis for the organizational problem and articulate the organizational challenges posed by the problem. Provide data that supports the existence of the problem. **This milestone is graded with the Milestone One Rubric.**

### Milestone Two: Initiative Proposal

In **Module Four**, propose an initiative that addresses your problem selected in Milestone One. You will also implement your performance improvement initiative and discuss what success of the performance improvement plan will look like after implementation. **This milestone is graded with the Milestone Two Rubric.**

Milestone Three: Implementation of Performance Initiative

In **Module Seven**, you will implement your performance improvement initiative. Additionally, you will discuss what success of the performance improvement plan will look like after implementation. **This milestone is graded with the Milestone Three Rubric.**

Final Submission: Organizational Performance Initiative

In **Module Eight**, you will submit your final project. It should be a complete, polished artifact containing **all** of the critical elements of the final product. It should reflect the incorporation of feedback gained throughout the course. **This submission is graded with the Final Project Rubric.**

### Deliverables

Milestone	Deliverable	Module Due	Grading
One	Identify Organizational Problem	Two	Graded separately; Milestone One Rubric
Two	Initiative Proposal	Four	Graded separately; Milestone Two Rubric
Three	Implementation of Performance Initiative	Seven	Graded separately; Milestone Three Rubric
	Final Submission: Organizational Performance Initiative	Eight	Graded separately; Final Project Rubric

## Final Project Rubric

**Guidelines for Submission:** Your organizational performance initiative should be 8–10 pages in length; however, the quality of this submission is much more important than the length. All resources must be appropriately cited in APA format.

Critical Elements	Exemplary (100%)	Proficient (85%)	Needs Improvement (55%)	Not Evident (0%)	Value
<b>Problem: Provide</b>	Meets “Proficient” criteria and includes insightful detail into the contextual basis of the organizational problem	Comprehensively provides a contextual basis for the organizational problem that was chosen, including how the problem fails to meet quality or regulatory requirements	Provides a contextual basis for the organizational problem that was chosen but with gaps in detail or logic	Does not provide a contextual basis for the organizational problem that was chosen	4.5
<b>Problem: Articulate</b>	Meets “Proficient” criteria and offers greater depth of information regarding the organizational challenges posed by the problem	Clearly articulates organizational challenges posed by the problem	Articulates organizational challenges posed by the problem but articulation is not clear	Does not articulate organizational challenges posed by the problem	6
<b>Support: Provide</b>	Meets “Proficient” criteria and data provided demonstrates nuanced understanding of the problem	Provides data that supports the existence of the problem	Provides data but data does not fully support existence of the problem	Does not provide data or data provided does not support existence of the problem	6
<b>Support: Addressed</b>	Meets “Proficient” criteria and description includes insightful detail regarding how this problem has been addressed in the past	Thoroughly describes how this problem has been addressed in the past, including the information management systems or patient care technologies utilized, and supports answer with peer-reviewed literature	Describes how this problem has been addressed in the past but with gaps in detail, and supports answer but support does not include peer-reviewed literature or is irrelevant	Does not describe how the problem has been addressed in the past or does not support answer	6

<b>Support: Discuss</b>	Meets “Proficient” criteria and offers professional insights concerning how accreditation, safety, compliance, and quality standards promote a culture of safety	Clearly discusses relevant accreditation, safety, and compliance standards, as well as quality initiatives, including how these standards promote a culture of safety within the department, and cites appropriate standards	Discusses accreditation, safety, and compliance standards, as well as quality initiatives, but with gaps in detail or clarity, and cites standards but citations are irrelevant or inappropriate	Does not discuss accreditation, safety, compliance, and quality standards and does not cite standards	9
<b>Performance: Propose</b>	Meets “Proficient” criteria and proposal demonstrates a nuanced insight into the relationship between the planned initiative and the quality standard being addressed	Proposes an initiative to address the chosen problem, including the quality standard being addressed	Proposes an initiative to address the chosen problem but proposal has gaps in detail or logic	Does not propose an initiative	4.5
<b>Performance: Discuss</b>	Meets “Proficient” criteria and chosen data determinants of success demonstrate great insight into the type of data that will be indicative of a quality outcome	Accurately discusses the data determinants of success related to this initiative	Discusses the data determinants of success related to this initiative but discussion is inaccurate	Does not discuss the data determinants of success related to this initiative	6
<b>Implementation: Communication</b>	Meets “Proficient” criteria and description is exceptionally clear in the delineation of communication channels	Thoroughly describes the interdepartmental communication channels to be used for plan implementation	Describes the communication channels to be used for plan implementation but channels are not interdepartmental or description has gaps in detail	Does not describe the communication channels to be used for plan implementation	6
<b>Implementation: Data</b>	Meets “Proficient” criteria and choices of data interpretation demonstrate nuanced insight into communication within the chosen healthcare organization	Accurately describes the manner of data interpretation that will be used to communicate findings within the organization	Describes the manner of data interpretation that will be used to communicate findings within the organization but description is inaccurate	Does not describe the manner of data interpretation that will be used to communicate findings within the organization	6
<b>Implementation: Initiative</b>	Meets “Proficient” criteria and offers reasoning concerning the hypothetical effects of the initiative on patient care outcomes	Comprehensively describes the hypothetical effects of this initiative on patient care outcomes, including how health information systems support improvements in patient care	Describes the hypothetical effects of this initiative on patient care outcomes but description is cursory	Does not describe the hypothetical effects of the initiative on patient care outcomes	6

<b>Implementation: Effect</b>	Meets “Proficient” criteria and offers reasoning concerning the hypothetical effect of the quality initiative on the culture of safety within the organization	Comprehensively describes the hypothetical effect of the quality initiative on the culture of safety within the organization	Describes the hypothetical effect of the quality initiative on the culture of safety within the organization but description is cursory	Does not describe the hypothetical effect of the quality initiative on the culture of safety within the organization	9
<b>Success: Financial</b>	Meets “Proficient” criteria and offers reasoning pertaining to the hypothetical financial implications for the healthcare organization if this initiative is successful	Comprehensively describes the hypothetical financial implications for the healthcare organization if this initiative is successful	Describes the hypothetical financial implications for the healthcare organization if this initiative is successful but description is cursory	Does not describe the hypothetical financial implications for the healthcare organization if this initiative is successful	4.5
<b>Success: Information</b>	Meets “Proficient” criteria and hypothesis demonstrates nuanced insight into the relationship between information management systems and performance improvement initiatives	Logically hypothesizes how the existing information management systems would contribute to the success of this proposal	Hypothesizes how the existing information management systems would contribute to the success of this proposal but hypothesis is illogical	Does not hypothesize how the existing information management systems would contribute to the success of this proposal	6
<b>Success: Processes</b>	Meets “Proficient” criteria and provides nuanced insight into the organizational processes that will permit continued viability of the performance improvement initiative	Accurately describes the organizational processes that will permit continued viability of the performance improvement initiative	Describes what organizational processes will permit continued viability of the performance improvement initiative but description is inaccurate	Does not describe what organizational processes will permit continued viability of the performance improvement initiative	4.5
<b>Success: Communication</b>	Meets “Proficient” criteria and provides keen insight into interdisciplinary communication patterns typically present in a healthcare organization	Comprehensively analyzes interdepartmental communication patterns that would be necessary for ongoing engagement in the proposed initiative	Analyzes communication patterns that would be necessary for ongoing engagement in the proposed initiative but patterns are not interdepartmental or analysis is cursory	Does not analyze interdepartmental communication patterns that would be necessary for ongoing engagement in the proposed initiative	6
<b>Articulation of Response</b>	Submission is free of errors related to citations, grammar, spelling, syntax, and organization and is presented in a professional and easy-to-read format	Submission has no major errors related to citations, grammar, spelling, syntax, or organization	Submission has major errors related to citations, grammar, spelling, syntax, or organization that negatively impact readability and articulation of main ideas	Submission has critical errors related to citations, grammar, spelling, syntax, or organization that prevent understanding of ideas	10
<b>Earned Total</b>					<b>100%</b>