

Evidence-based guidelines will improve geriatric home care. However, home care clinicians, like health care professionals nationwide, are reluctant to part with habitual ways of caring and adopt evidence-based approaches. The goal of the Practice Change Fellows' Project at the Visiting Nurse Association of Boston (VNAB) is to create a model for motivating evidence-based practice change among home care clinicians, and then to use that model to improve core geriatric practice within the Agency.

The Agency's front line managers, those managers who lead the day-to-day operations of teams of clinicians, are responsible and accountable for practice improvement and outcomes of care. Despite this accountability, managing practice change is a new and unpracticed skill for these managers. Attempting to change geriatric practice without strengthening the skill set of managers would lead to frustration. Therefore, a critical objective of this PCF Project is to increase the front line managers' knowledge, skill and confidence managing change. To meet this objective, a curriculum will be developed and piloted, to help front line managers use tools, such as coalition building, clinical supervision, data reports, performance reviews, and case studies to motivate clinicians to move from habitual practice to evidence based practice.

Simultaneously, data from the Outcomes and Assessment Information Set (OASIS), and available geriatric evidence based guidelines, will be used to identify 3 core areas of geriatric practice most in need of improvement. Web based learning modalities will be used to teach clinicians about relevant evidence and recommended practice changes. Managers equipped with new tools, skills and confidence as change agents will work to ensure that clinicians integrate these practices into the direct care of elders. Process measures, including focus groups, and interviews will be used to assess and revise the effect of the managers' curriculum on managing change. Outcome measures from the OASIS data set will be used to evaluate the speed, effectiveness, and sustainability of the changes to geriatric practice.

Please [email Adele](#) with any questions or comments regarding this project.