

CIVIL MONEY PENALTY (CMP) FUNDED PROJECT FINAL REPORT



DEPARTMENT OF HEALTH SERVICES / DIVISION OF QUALITY ASSURANCE QUALITY ASSURANCE AND IMPROVEMENT COMMITTEE

This project has been prepared by the author under a research grant from the Department of Health Services (DHS) Quality Assurance and Improvement Committee. The views expressed in the report/training are personal to the author(s) and do not necessarily reflect the view of the Department of Health Services or any of its staff and do not bind the Department in any manner.

Grantee

The Board of Regents of the University of Wisconsin System

Project Title

Training the Next Generation of Wisconsin Nursing Home Infection Preventionists

Amount spent

\$610,928

Grant Period

10/01/2018

To

09/30/2022

(MM/dd/yyyy)

(MM/dd/yyyy)

Additional Resources and Information

December 28, 2022

Patricia Benesh
Policy Advisor,
Division of Quality Assurance
State of Wisconsin Department of Health Services (DHS)
1 West Wilson Street, Room 450
Madison, WI 53703
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Dear Ms. Benesh:

On behalf of the collaborators who worked on developing the content for *Training the Next Generation of Wisconsin Nursing Home Infection Preventionists*, it is my pleasure to submit this final report on the project which was funded by a grant of civil money penalty funds from the State of Wisconsin Department of Health Services' Quality Assurance and Improvement Committee.

The project has been managed by Dr. Tola Ewers who joined the team in Spring 2019. Should you have specific questions about any of the project's details, she can be reached at lmewers@wisc.edu.

We appreciate your support and partnership as we seek to improve the safety of nursing home communities by strengthening infection prevention and control programs.

Sincerely,

Christopher J. Crnich, MD, PhD

Summary

This project, with funding from the Wisconsin Department of Health Services and in collaboration with stakeholders from the University of Wisconsin, the Wisconsin Healthcare Associated Infections in Long-Term Care Coalition and Superior Health Quality Alliance, offers a free series of educational and professional development courses for individuals responsible for infection prevention and control in Wisconsin nursing homes. The new series expands upon content introduced in the Centers for Disease Control and Prevention's Nursing Home Infection Preventionist Training Course and is designed to promote a deeper understanding of critical infection prevention and control principles in the nursing home setting.

Tapping into the expertise of infection prevention and control professionals as content developers and reviewers, the courses of "Training the Next Generation of Wisconsin Nursing Home Infection Preventionists" delve into complex infection prevention and control issues. Interactive exercises allow learners opportunities to apply the concepts introduced in the courses to real-world situations from an interdisciplinary perspective.

Learners engage in the courses virtually by accessing a web portal maintained by the University of Wisconsin-Madison Interprofessional Continuing Education Partnership (URL: <https://ce.icep.wisc.edu/training-the-next-generation>). Once enrolled in the series, learners can take the courses at their own pace. Individuals earn continuing education credit for completing each of the topic modules (n = 14) and a certificate of completion is provided to the participant once they have completed the entire education series. The Wisconsin Division of Quality Assurance has confirmed that a nursing home that employs an infection preventionist who has completed all course modules will meet Centers for Medicare and Medicaid Services regulations that require facilities to employ an individual with specialized training in infection prevention and control.

Initial plan

The original plan proposed to develop and implement a statewide online training program to meet the new federal infection control regulations requiring all nursing homes to have a staff member trained in infection control. The proposal also included an in-person, 1.5-day workshop incorporating the recently developed Urinary Tract Infection (UTI) Toolkit for a practical, hands-on learning experience.

The combined virtual and in-person learning opportunities being developed were expected to further build capacity around core competencies needed to undertake critical and complex tasks and responsibilities of a nursing home infection preventionist. The original plans were to disseminate the training throughout Wisconsin and to gauge its effectiveness for 20 practicing infection preventionists in Wisconsin nursing homes.

COVID-19 Impacts

Development of 12 online modules was initially envisioned but as the content development process began, the Steering Committee recognized a need for additional topics bringing the projected number of modules to 15. In particular, the onset of COVID-19 and its inordinate impact on long-term care facilities led the addition of a module focused on Emergency Preparedness and a significant amount of Steering Committee time and energy was spent on ensuring that pertinent COVID-19 related information was incorporated into other modules, when appropriate.

The COVID-19 pandemic had impacts on the project that extended beyond module content. First, content development was heavily reliant on individuals who played an important role in response to the

COVID-19 pandemic in nursing homes. As a result, we encountered severe delays in content development and were required to identify additional content experts to help us develop, review and edit the content as it was developed.

Another casualty of the COVID-19 pandemic was the in-person training sessions originally planned at project outset had to be cancelled. In their place, we are planning to use the existing WI DHS Healthcare-Associated Infection (HAI) Long-Term Care Education Series, which are scheduled monthly, to highlight specific modules to the participating long-term care audience members. One session, focused on Wisconsin Urinary Tract Toolkit has already been delivered (recorded and available online at the following URL: <https://vimeo.com/showcase/8513350/video/592889034>). We will continue to work with Ashlie Dowdell and her team to promote individual module content as part of the monthly Wisconsin HAI Long-Term Care Education Series. Another modality we are employing to offset loss of the in-person training sessions involves ongoing work with the Wisconsin DHS Regional Infection Preventionist Program which was developed during the COVID-19 pandemic as a resource to better support county public health officials and infection preventionists in nursing homes.

We have conducted several meetings with the Wisconsin DHS Regional Infection Preventionist Group and delivered a coaching intervention to help these individuals better support infection preventionists in Wisconsin nursing homes around content developed during this project. A detailed description of this extension of the project be found in Appendix A.

Course Content

As of this writing, 14 of the 15 on-line courses have been finalized. The sole course that needs to be developed is focused on “Acute Respiratory Tract Infections.” The recommendations with infection prevention and control implications for this topic have been a moving target since the pandemic began, and many recommendations remain in a state of flux; thus, we have chosen to postpone the creation of content to ensure it is not out of date before it is launched. We anticipate the Acute Respiratory Tract Infection module will be completed by Spring of 2023 and funding for its development and accreditation will be covered by Dr. Crnich’s (Project PI) professional funds.

Details about each of the completed courses are summarized below:

Course 1: Infection Prevention and Control Program – 1.5 CEU hours

This course provides learners with a comprehensive review at the Infection Preventionist’s responsibilities as the leader in establishing a nursing home’s interdisciplinary Infection Prevention and Control Program.

Course 2: Quality Assurance and Performance Improvement – 2.0 CEU hours

This Course comprehensively reviews the nursing home Quality Assurance and Performance Improvement (QAPI) process and the role of facility Infection Program and Infection Preventionist in that process.

Course 3: Infection Preventionist’s Role in Training and Education – 0.5 CEU hours

Completing federally mandated training and education is critical to an Infection Preventionist being prepared to lead efforts in a nursing home’s Infection Prevention and Control program. Further, an important responsibility of the Infection Preventionist is education of staff and residents and their families related to Infection Prevention and Control. This course focuses on the educational requirements of staff, residents, and family and on helping the facility Infection Preventionist identify training and education opportunities to enhance their educational skills.

Course 4: Employee Health – 1.5 CEU hours

Infection Preventionists must possess knowledge and skills needed to manage occupational exposures to blood and body fluids and management of communicable diseases in staff. This module takes a deeper dive into healthcare personnel immunity risk assessment, staff illness and work exclusions/restrictions. It also addresses infection prevention and control factors as part of onboarding new employees and staff educational needs when developing the facility's Infection Prevention and Control Program.

Course 5: Applying Surveillance Principles – 1.25 CEU hours

This course expands on what was learned in the CDC Infection Control Training course, Module 4 on Surveillance. Terms and principles of surveillance from the CDC module are reviewed and learners are guided through practical application of these principles through various interactive activities. Content highlights what data sources to access to successfully conduct surveillance, and how to manage, trend and report these data.

Course 6: Hand Hygiene: Counting Compliance – 0.75 CEU hours

This course reviews the importance of hand hygiene and compliance monitoring. The learner is presented with the critical components of a hand hygiene monitoring program followed by an opportunity to practice observations. Finally, the participant is guided through a sample Quality Assurance Performance Improvement (QAPI) project.

Course 7: Standard and Transmission-based Precautions – 1.5 CEU hours

This course takes a deeper dive into the importance and appropriate use of standard and transmission-based precautions in the nursing home setting. Guidance on implementing critical aspects of standard and transmission-based precautions policies and practices as part of the facility's Infection Prevention and Control Program as well as proper donning and doffing of personal protective equipment (PPE) are covered.

Course 8: Management Issues with Resistant Organisms – 1.5 CEU hours

The continued emergence of multidrug-resistant organisms (MDROs) has become one of the most concerning global public health threats today. MDROs are present in all healthcare settings but their impact in nursing homes is of significant concern due to the vulnerability of the residents and the increased risk of transmission in these settings. This course is focused on understanding how MDROs develop, how they spread and what can be done to reduce their emergence and prevent their spread.

Course 9: Respiratory Tract Infections – TBD CEU hours

Content to be developed in response to updated guidelines (see explanation above).

Course 10: Outbreak Identification and Management – 1.5 CEU hours

This course expands on what was learned in the CDC Infection Control Training course Module 5 on Outbreaks. The course provides a framework to help you identify a potential outbreak and tools to help you navigate and manage an outbreak.

Course 11: Device-related Infections – TBD CEU hours

In this course, infections associated with commonly encountered invasive medical devices in the nursing home are reviewed with a focus on catheter-associated urinary tract infections (CAUTI) and venous catheter-related bloodstream infections and a brief mention of other invasive medical device-associated infections less commonly encountered in the long-term care setting. We describe general and device-

specific strategies for prevention that can be incorporated into policies to mitigate risk of device-associated infections at your facility.

Course 12: Wound Care – 2.25 CEU hours

Being able to promote a well-developed wound care program begins with understanding the overall process from starting your risk assessments to analyzing your data. Content focuses on how to conduct a wound care program risk assessment and how to apply information gained to develop, track and analyze process and outcome data that will enhance the quality of the facility wound care program.

Course 13: Managing the Environment of Care – 2.0 CEU hours

This course discusses two categories of environmental hazards in nursing homes: surfaces and water. It provides guidance on maintaining the environment and managing the facility water delivery systems. Learners are provided with several risk mitigation measures that can be employed to enhance the safety of the nursing home environment.

Course 14: Antibiotic Stewardship in Nursing Homes – TBD CEU hours

In this course, learners review why antibiotic use in nursing homes matters and what antibiotic stewardship is. This module also reviews the key activities necessary to establish a functional Antibiotic Stewardship Program that meets existing Centers for Medicare and Medicaid Services regulations. Finally, advanced stewardship practices that nursing homes with more established Antibiotic Stewardship Programs can consider implementing as well as resources that facilities can use to help improve the quality of antibiotic prescribing will be reviewed.

Course 15: Emergency Preparedness – TBD CEU hours

Infection Preventionists play a critical role in healthcare emergency preparedness. Emergency preparedness is a systematic approach to assessing, planning and managing emergency events. This module provides an overview of the healthcare incident command system, the role of the Infection Preventionist, their responsibilities and resources they can access to support facility preparedness for emergency events.

Course marketing

We announced the launch of the course through multiple email mechanisms including through the listserv maintained by the DHS for long-term care facilities in Wisconsin, members of the Wisconsin DON Network, through our contacts at MetaStar, WHCA/WiCAL and LeadingAge as well as having it listed on the CHSRA website.

Lessons learned, sustainability and the future

The COVID-19 pandemic had a major impact on the project timeline and the final deliverables. However, it also highlighted the critical importance of infection control and prevention in nursing homes. We are indebted to the members of the project Steering Committee as well as the individuals who dedicated their time and energies to developing and reviewing the course content developed during this project. We are confident this product will serve an important role in enhancing the quality of infection prevention and control practices in Wisconsin nursing homes.

Accreditation for this course was provided by the University of Wisconsin's Interprofessional Continuing Education Partnership (ICEP) and is valid through September 2025. We have implemented an evaluation system as part of the course and members of our team will review feedback left by course participants on a regular basis. Members of our team will use the feedback from course participants as well as

updates to existing public health guidance to develop a course update framework and, as the re-accreditation deadline is approached, will work with our partners to identify funding to support implementation of the course update.

Financial Overview

The original CMP Project dates were from October 1, 2018, to September 30, 2020. Due to the pandemic and its influence on the ability to meet the contract expectations, two no-cost extensions were sought and approved: October 1, 2020, to September 30, 2021, and October 1, 2021, to September 30, 2022. The extra time allowed for meeting project objectives, although with the impact of the pandemic as well as the expanded scope of the project, some changes to funding categories were necessary. The summary of the project's expenses over the four years is as follows:

Staff salaries	\$270,752.87
Staff fringe benefits	\$92,786.55
3-year Accreditation/Learning Management System maintenance	\$19,526.47
Course development (for 15 courses) and Steering Committee meetings	\$141,548.01
Miscellaneous	\$1,814.22
Facilitator for 3 DHS Regional Infection Preventionists workshops	\$4,408.82
F&A Overhead	\$79,625.65
Total Amount Spent	\$610,462.59
Original Award Amount	\$610,928.00

Steering Committee Members

Christopher J. Crnich, MD, PhD, Course Director
Deb Burdsall, PhD, RN-BC, IP, CIC, FAPIC
Diane Dohm, BS, MT, IP, CIC, CPHQ
Ashlie Dowdell
Anna Eslinger, RN, WCC, IP

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Victoria Griffin, BSN, RN, IP, SMQ, ESRD
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Marilyn Michels, RN, MSN, CRRN, CIC, FAPIC

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Appendix A. Sub-project Focused on DHS Regional Infection Preventionists

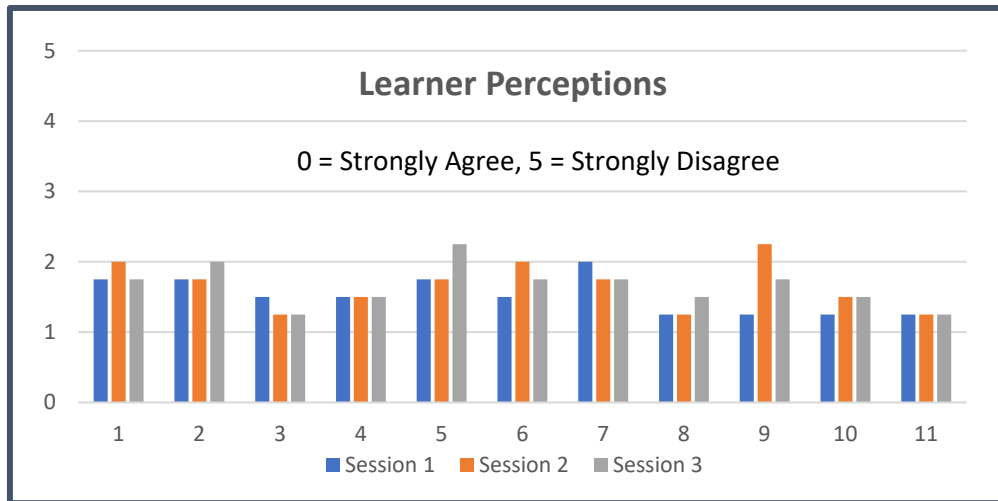
A little more than 10 years ago, the State of Wisconsin collaborated with the Centers for Disease Control and Prevention to form the Healthcare Associated Infections in Long-Term Care (WI HAI in LTC) Coalition. The Coalition brings long-term care providers, professional organizations, University of Wisconsin and Department of Health Services staff together to provide healthcare personnel working in long-term care facilities education and training on the prevention and control of HAIs.[1]

The deliverables for two Crnich projects with ties to the HAI in LTC Coalition [Implementation of the Coalition’s UTI Toolkit and Training the Next Generation of Wisconsin Nursing Home Infection Preventionists] were directly and negatively impacted by COVID-19. Looking for possible solutions that could meet the needs of both projects led to a series of exploratory conversations between Chris Crnich and Ashlie Dowdell beginning in late December 2020. Over the course of the next 18 months, communication around planning for the deliverables and delivery of activities occurred. Specifically, a 1.5 day in-person workshop that promoted the implementation of the HAI in LTC Coalition’s UTI Toolkit was to have been part of the “Training the Next Generation of Wisconsin Nursing Home Infection Preventionists” project. Because of the pandemic, in-person training was not an option. An anticipated outcome of the WPP project that focused on implementation of the HAI in LTC Coalition’s UTI Toolkit was also tied to this workshop. It was agreed that one possible mechanism to meet the spirit of the deliverables would be via presenting during the Wisconsin Long- Term Care (LTC) Education Series in collaboration with the Wisconsin Department of Health Services HAI Prevention Program, a standing monthly virtual learning option sponsored by Wisconsin’s DHS. To that end, Dr. Crnich was a presenter during the August webinar.

The DHS Healthcare-Associated Infections (HAIs) Prevention Program's Regional Infection Preventionists (IPs) have opportunities to facilitate implementation of the Wisconsin Healthcare Associated Infection in Long-Term Care Coalition (HAI-LTC) UTI Toolkit and to promote its sustained utilization at Wisconsin nursing homes. To equip the Regional IPs to successfully accomplish this objective, a series of three interactive virtual sessions was developed and implemented. The vision of the sessions was to enhance coaching skills and introduce strategies to aid the regional IPs in overcoming barriers to UTI Toolkit implementation by introducing common challenges that facilities encounter and approaches taken to address these challenges.

A survey was administered to the Regional Infection Preventionists after the sessions. These are the survey results.

	1	2	3	4	5	6	7	8	9	10	11
	Course provided useful material	Content was practical	Content was organized	Useful visual aids/tools provided	Introduced trust-building strategies	Improve job effectiveness	Chance to practice new skills	Goals of sessions explained	Content adapted to needs/ requests	Speaker knowledgeable	Speaker responded effectively
Session 1	1.75	1.75	1.50	1.50	1.75	1.50	2.00	1.25	1.25	1.25	1.25
Session 2	2.00	1.75	1.25	1.50	1.75	2.00	1.75	1.25	2.25	1.50	1.25
Session 3	1.75	2.00	1.25	1.50	2.25	1.75	1.75	1.50	1.75	1.50	1.25
Combined	1.83	1.83	1.33	1.50	1.92	1.75	1.83	1.33	1.75	1.42	1.25



Please provide an example of how you will use any of the session content to inform your work with any facility.	Please provide future topics you would like addressed	What would improve this experience?
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Session 1

How to collaborate with facilities	N/A	Well done
Breaking down situations into smaller pieces to work on.	Understanding personal motivation. How do you get someone to comply. Session discussed compromise- baby steps, but still difficult to get things done.	A big thank you to your team for meeting with us. This type of coaching is valuable. Initial session was basic and tools were presented in greater detail in the 2nd and 3rd presentation. Still struggle with the challenges that healthcare facilities face with turn over and lack of administrative buy in. So much to do, so little time... need to prioritize.
I will use the process improvement strategies we covered when working with healthcare facilities, when appropriate.	N/A	N/A
Find alternate ways to communicate and meet the facility where they are at.	N/A	N/A

Session 2

Work with facilities using coaching techniques to collaborate	N/A	N/A
I will take more time to listen and explore the facility's reasons for not wanting to comply. They are under so much stress.	Perks and incentives for facilities that is not related to money. How to make facilities feel valued and appreciated.	I did not see the handouts that were to be sent. Perhaps I missed seeing that email.
I will use the process improvement strategies we covered when working with healthcare facilities, when appropriate.	N/A	N/A
Perform a process improvement project with someone who is struggling with a process.	N/A	N/A

Please provide an example of how you will use any of the session content to inform your work with any facility.	Please provide future topics you would like addressed	What would improve this experience?
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Session 3

Work with facilities to think of the positive spin	N/A	N/A
I will make smaller goals with the facilities.	Simple timelines and project tracking	This survey should have come out sooner. Difficult to remember what was in each session. Overall, speaker was very talented and effective. Thank you!
I will use the process improvement strategies we covered when working with healthcare facilities, when appropriate.	N/A	N/A
Look for alternatives to help people get things done.	N/A	N/A