

Preventive Ethics Video Course

Training Checklist

All members of the preventive ethics service should, at a minimum:

- read the IntegratedEthics communications materials
- read the preventive ethics primer, *Preventive Ethics: Addressing Ethics Quality Gaps on a Systems Level*
- complete the preventive ethics video course

Use the following checklist to make sure that all members of the preventive ethics team have received the minimum training:

- Identify who should receive preventive ethics training.** Your list should include all members of the preventive ethics team, as well as the IntegratedEthics Program Officer.
- Make sure that everyone has read the IntegratedEthics communications materials.** Distribute copies, if necessary.
- Make sure that everyone has read the preventive ethics primer.** Distribute copies if necessary.
- Schedule a date and time for the preventive ethics video training session.** This is a one-hour session, including an exercise to be completed during the video.
- Reserve a room with TV and DVD player for each training session.** Make sure that the room has ample seating and table space for all viewers. The session includes group discussion and a written exercise.
- Photocopy worksheets and answer keys for each participant.** Masters for the worksheet and answer key can be found following this checklist.
- Distribute worksheets and answer keys before starting the video course.**

Answer keys may be referred to as needed to guide the discussion/activity.

Exercise

Identifying the Improvement Goal

Identifying the improvement goal helps to clarify the meaning of ill-defined terms and to ensure that everyone is talking about the same aspect of a complex issue. If a proposed issue is defined too broadly, stating a specific improvement goal will help the team focus more narrowly and define the issue in more manageable terms. It will also help to ensure that the team doesn't indulge in primarily theoretical or judgmental discussions, but operates instead in a practical, problem-solving mode.

Instructions: Identify the improvement goal for each of the ethics issues described below.

The improvement goal should describe in general terms what change the team expects to see after completion of their work. For example, "Practitioners will understand the institution's policy on conscientious objection."

Issue A: There have been a number of cases in which patients with dementia have advance directives that state treatment preferences the surrogate thinks are outdated. The surrogates in these cases stated that while the patient was still capable, and after the date on the directive, the patient had communicated treatment preferences to the surrogate that were contrary to those expressed in the written advance directive.

Improvement Goal: _____

Issue B: Nurses in the ICU have repeatedly expressed concerns that patients are treated aggressively when this is only serving to prolong the dying process and add to the patient's suffering.

Improvement Goal: _____

Issue C: A recent staff survey revealed that a majority of employees were reluctant to bring ethical concerns to their supervisors. Further, only a quarter of employees knew that the facility had an ethics consultation function available to help staff clarify ethics questions.

Improvement Goal: _____

Exercise—Answer Key

Identifying the Improvement Goal

Issue A: There have been a number of cases in which patients with dementia have advance directives that state treatment preferences the surrogate thinks are outdated. The surrogates in these cases stated that while the patient was still capable, and after the date on the directive, the patient had communicated treatment preferences to the surrogate that were contrary to those expressed in the written advance directive.

Improvement Goal: Increase the percentage of advance directives that accurately reflect the patient's most recent treatment preferences.

Issue B: Nurses in the ICU have repeatedly expressed concerns that patients are treated aggressively when this is only serving to prolong the dying process and add to the patient's suffering.

Improvement Goal: Increase the percentage of ICU patients near death who receive a level of care appropriate to their condition, including comfort or palliative care.

Issue C: A recent staff survey revealed that a majority of employees were reluctant to bring ethical concerns to their supervisors. Further, only a quarter of employees knew that the facility had an ethics consultation function available to help staff clarify ethics questions.

Improvement Goal: Increase the percentage of employees who are aware of institutional resources available to address ethics questions.
