

Evidence 1.1. Provide the statement of mission and goals of the umbrella organization that most directly influences the Program.

Wake Forest Baptist Medical Center: A Mission to Care. A Mission to Cure.

Vision

Wake Forest Baptist Medical Center is a preeminent, internationally recognized academic medical center of the highest quality with balanced excellence in patient care, research and education.

Mission

Wake Forest Baptist Medical Center's mission is to improve the health of our region, state and nation by:

- Generating and translating knowledge to prevent, diagnose and treat disease.
- Training leaders in health care and biomedical science.
- Serving as the premier health system in our region, with specific centers of excellence recognized as national and international care destinations.

Values

Excellence - Demonstrate the highest standards of patient-centered care, education, research and operational effectiveness

Compassion - Responsive to the physical, emotional, spiritual and intellectual needs of all

Service - Cultivate selfless contribution for the greater good

Integrity - Demonstrate fairness, honesty, sincerity and accountability

Diversity - Honor individuality and protect the dignity of all

Collegiality - Foster mutual respect, facilitate professional growth and mentorship, and reward teamwork and collaboration

Innovation - Promote creativity to enhance discovery and the application of knowledge

Evidence 1.1.2 Describe the umbrella organization's ongoing methods used to evaluate the effectiveness of the umbrella organization's performance. Include evidence of any external agency accreditations (e.g., JCAHO, CARF, Medicare provider or provider network standards, if applicable).

Wake Forest Baptist Medical Center is governed by the Wake Forest Baptist Health Board of Directors. The Wake Forest Quality Oversight Committee and Executive Council (Chief Medical Officer, Chief Nursing Officer, President, Chief Operating Officer) report directly to the board. The Board of Directors has ultimate responsibility for and decision-making authority related to the financial and quality performance of the medical center. The Quality Oversight Committee is responsible for all quality and safety measures. The Executive Council is ultimately responsible for financial performance of the medical center. Both groups report monthly to the Board of

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Directors and have implemented internal process improvement initiatives and specific strategies to ensure ongoing operational and quality performance.

To further ensure the organization's effectiveness and to ensure ongoing evaluation and improvement, Wake Forest Baptist Medical Center participates in The Joint Commission (TJC) accreditation (including TJC Centers of Excellence for Total Joints, Stroke, AMI), CARF accreditation for inpatient rehabilitation, American Burn Association for burn services, Level I Trauma certification for both adults and pediatrics. Additionally, WFBMC is participating in 3 Joint Commission quality improvement initiatives through the TJC Center for Transforming Healthcare: Handwashing Compliance, Creating a Culture of Safety, and Preventing Falls with Injury.

WFBMC Quality Indicators

Whole System Measures

- Mortality Index
- Readmission Rate
- Length of Stay Index
- Patient Satisfaction with Care
- Average Days to 3rd next available appointment (outpatient)
- Adverse Events

Hospital Acquired Conditions

- Falls with Injury
- Pressure Ulcers
- Catheter Associated Urinary Tract Infections
- CLABSI – Central Line Associated Blood Stream Infection

Evidence 1.2.1.A Provide the Program's mission statement, goals and objectives. Multi-site Programs must include at least one goal and corresponding objectives addressing consistency of program delivery in all clinical settings.

Mission

The mission of the Wake Forest Baptist Medical Center Pediatric Physical Therapy Residency Program is to mentor the professional development and to advance the clinical training of pediatric physical therapists in preparation for board certification in Pediatric Physical Therapy. The program emphasizes the development of leadership, theoretical rational and clinical reasoning to enhance skill development as practitioners, educators, and clinical scholars

Program Goals

1. Support the mission and core values of Wake Forest Baptist Health and its Department of Physical Therapy:

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- a. By creating an innovative mechanism to increase the skill and education of pediatric physical therapy providers, thereby
 - b. Expanding the quality of care delivered to individuals across the pediatric continuum of care.
2. Develop and deliver a curriculum for post-professional experiential learning in pediatric physical therapy that integrates advanced relationship based care and interdisciplinary training.
3. Engage physical therapists in a deliberate and systematic evaluation of relevant scientific literature and incorporate new knowledge and techniques into practice.
4. Empower physical therapists to practice ethical clinical decision-making and demonstrate virtuous behavior.
5. Develop the clinical and didactic teaching skills of the resident and the residency faculty, fostering a practice environment where clinical knowledge is freely shared through dialogue and interdisciplinary education.
6. Advance a commitment to service and social responsibility.
7. Prepare residents to obtain American Board of Physical Therapy Specialties (ABPTS) certification as pediatric clinical specialists.

Program Objectives:

1. The program will provide clinical and didactic training in evidence-based, comprehensive pediatric physical therapy management.
2. The clinical faculty will provide education in the form of case series presentations, mentoring during clinical care, and one-on-one unopposed mentoring to facilitate the acquisition of new clinical skills and knowledge.
3. The Program's curriculum will address all aspects of the Pediatric Physical Therapy Description of Pediatric Specialty Practice.
4. The Program's faculty will provide mentoring in the areas of clinical skills, professionalism, leadership, and scholarly activities.
5. The Program will engage physical therapists in discussions of ethical challenges and potential resolution of challenges common in pediatric physical therapy practice.

6. The Program will be structured to allow the resident to engage in teaching activities for entry-level students in the Winston Salem State Department of Physical Therapy.
7. The Program will offer service opportunities through which the resident can participate in injury prevention and wellness promotion for youth in the community.
8. The Program will provide structured opportunities for interdisciplinary collaboration through multidisciplinary clinics, monthly team meetings and Grand Rounds presentations.
9. The Program will require the resident to contribute to the body of knowledge in pediatric rehabilitation through an Integration Project, to be submitted as a published abstract for presentation at a state, regional, or national professional meeting.

Evidence 1.2.1.B Describe how the Program's mission statement, goals, and objectives are consistent with one another.

The Program's mission, goals, and objectives all support the advanced training of pediatric physical therapy clinicians as critical consumers of the scientific literature, advanced practitioners and educators. The Program aspires to contribute to the advancement of the profession through advanced training of residents and integrated teams.

Evidence 1.2.1.C Describe how the Program's mission, goals, and objectives are consistent with the mission of the umbrella organization.

The Program's mission, goals and objectives are directly aligned with the mission of Wake Forest Baptist Medical Center (WFBMC). WFBMC's vision supports balanced excellence in patient care, research and education. All three dimensions are addressed in the Program's objectives. Additionally, WFBMC's mission of translating knowledge into advanced patient care is specifically addressed in the resident's Integration Project. The Residency Program is designed to train leaders and practitioners in healthcare. The final component of the mission, developing Centers of Excellence including Pediatrics, supports the advancement of pediatric physical therapy practice through residency and staff training.

Evidence 1.2.2 Provide the Program's policies and procedures for the resident/fellow handbook and Program and/or umbrella organization's policy for the items listed below. All of the below are contained within WFBH Human Resources Employee Rules and Regulations, with the exception of roles and responsibilities for faculty and staff of

the Program (included as separate document). WFBH Human Resource Employee Rules and Regulations will be supplied with the formal application to the APTA.

The Program has formal policies and procedures for the resident/fellow including but not limited to:

Patient/Client Care Issues:

- 1. A policy on confidentiality safeguards for records and personal information*
- 2. A policy and procedure on the protection of human subjects, consistent with the type of research being conducted by the resident or fellow*
- 3. A procedure for informing the patient/client of any substantial risks of the recommended examination and intervention, where the resident or fellow is involved in specialized procedures; and*
- 4. a policy on safety regulations, and evidence of its annual review.*
- 5. Administrative and Human Resource Issues:*
- 6. General policies and procedures for the faculty and staff of the Program;*
- 7. Nondiscriminatory policies and procedures for the recruitment, admission, retention, and dismissal of students or employees;*
- 8. A grievance policy or mechanism of appeal that ensures due process,*
- 9. A probationary period policy; and*
- 10. A termination policy and procedure that includes termination of the resident or fellow that becomes ineligible to practice (e.g. resident or fellow can not obtain licensure in the state).*

Evidence 1.2.3.1.A Provide the recruitment materials.

Residency Program Brochure is included as a separate document.

Evidence 1.2.3.1.B Provide the policies and procedures related to admission and retention.

Included within WFBH Human Resources Employee Rules and Regulations.

Evidence 1.2.3.2 Provide a copy of a blank contract or agreement or letter of appointment.

To be provided as the first resident is enrolled in the Program.

Evidence 1.2.3.3 Utilize Form 1.2.3.3 to provide the name, physical therapy license number and state, and status (active or inactive) for all currently enrolled residents or fellows. (Form provided in Part 4: Forms)

To be provided as the first resident is enrolled in the Program.