



Western Pacific Renal Network, LLC

505 San Marin Drive
Building A, Suite 300
Novato, CA 94945

Tel: (415) 897-2400

Data Fax: (415) 897-2443

Quality Improvement Fax: (415) 897-2422

Advisory:

Please be advised that per CMS directives, transmission of documents containing protected patient information via **email** and **unsecured fax** is prohibited. If transmission of abovementioned documents is necessary, please fax to:

(415) 897-2443

You can also send them by mail.

Thank you very much.

Network #17 Staff

Darlene Rodgers
Executive Director

Allison Kregness
Director of Operations

Open
Director of Information Systems

Connie Lorenz
Director of Patient Services

Marlene Magaraci
Director of Quality Improvement

Quality Improvement Coordinator

Peter Traub
Community Outreach Coordinator

Laura Ross
Acting Data Manager

Maggie Gelosi
Administrative Assistant

**FISTULA FIRST
RESOURCES ONLINE**

FISTULA FIRST INITIATIVE
www.fistulafirst.org

**American Association of
Kidney Patients**
www.aakp.org

Western Pacific Renal Network
www.esrdnet17.org

Society for Vascular Surgery
www.vascularweb.org

**Network #17 would like to
extend a heartfelt thanks to
all our facilities.
It is due to your hard work
and dedication to your
patients that Network #17
achieved its annual Fistula
First Goal!**

Change Goals – Identification, Assessment and Implementation

Mutually understood and agreed upon goals assure that patients and staff collaborate in the care process and understand their roles in achieving the selected goals. The first step to develop mutual goals is to discuss and understand the factors that contribute to and promote goal selection. The following is a simple model to address goal identification, assessment and implementation. In this model, each area identified acts as both a building block and a stepping stone to the next level. By rating each level, it is possible to determine if there is readiness to move on to the next step or if something is missing or acting as a barrier to achieving the identified goal. For example, even if there are skills needed to implement the change, if there is no motivation to change or the desire to change is weak, the ability to implement change will be impacted.

Change Goal: Briefly describe the change goal.

Reasons for Change: List the reasons for the change. Review these reasons and rate the degree of awareness of the reasons or need to change on a 1 - 5 scale where 1 is no awareness and 5 is total awareness.

Motivation for Change: List the factors or consequences (positive and negative) that create a desire to change. Consider these motivating factors and the related consequences. Rate desire to change on a 1 - 5 scale where 1 is no desire and 5 is total desire.

Skills and Knowledge Needed for Change: List the skills and knowledge needed to support the change. Rate knowledge or level of training in areas of skills and knowledge identified on a 1 to 5 scale where 1 is no knowledge and 5 is total knowledge.

Ability to Implement Change: Considering the skills and knowledge identified, evaluate ability to perform these skills or readiness to act on this knowledge. Rate ability to implement the new skills, knowledge and behaviors to support the change on a 1 - 5 scale where 1 is no ability and 5 is total ability.

Reinforcements to Change:

List the reinforcements that will help to retain the change. Are incentives in place to reinforce the change and make it stick? List each of the reinforcements and then rate the reinforcements individually as to how well they support the change on a 1 to 5 scale where 1 is no support and 5 is total support.

Courtesy of Fistula First Breakthrough Initiative

Disclaimer

The ESRD Network # 17 Fistula First Newsletter is a publication written, designed and distributed by Western Pacific Renal Network # 17. This newsletter is published while under contract with the Centers for Medicare and Medicaid Services Contract #HHSM-500-2010-NW017C. The opinions and conclusions expressed are those of the authors. They do not necessarily reflect CMS policy.