



TREC Team

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NOTES FROM THE PRINCIPAL INVESTIGATOR: NEXT STEPS

As we move closer to the completion of TREC survey data collection in June, as analysis advances in Project 2 and feedback reports go out and with RAI data now flowing well – we are looking to the next phases of TREC. Several papers are in the planning phase with preparations further along for some. The Research Management Committee has operationalized authorship procedures. We are now at a stage where publication of findings is critical to both return on investments and to successful grant renewal.

A working group (Caroline Clark, Phyllis Hempel, Judy Birdsell) is focused on a “Return on Research Investment” sub-project. They will help guide activity to ensure that TREC research makes as positive an impact as possible for residents and staff in nursing homes, ultimately leading to improved quality of care. More from this group in future newsletters.

We have initiated some changes in how

we communicate TREC progress and findings and in making plans for the second half of TREC:

- The internet based Timeless Medical System (TMS) has been upgraded making we hope a more functional online project management system.
- The TREC website is also receiving a face-lift. We will keep you updated on the progress.
- We will continue to reshape this newsletter
- We are waiting to hear re a dissemination grant we have under review, more on this in the next letter

In this newsletter two of the three TREC pilot projects are profiled. They form the basis of future intervention studies we hope will occur in the next phase of TREC along with other intervention studies.

Carole Estabrooks

WHAT'S NEW?

Welcome to Taryn Ready who joined TREC as a data analyst on April 6, 2010. She has a research background with experience working for the government where she assisted with building the RAI

MDS 2.0 database. Taryn looks forward to meeting the TREC team and contributing to the project. Taryn can be reached at (780) 492-5720 or

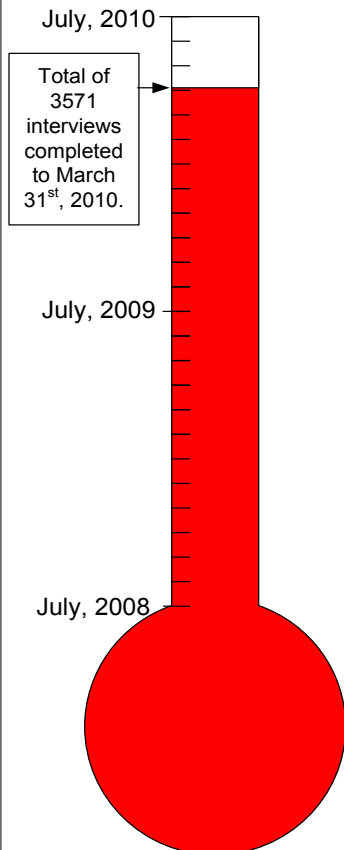
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PROGRESS ON RAI-MDS 2.0 DATA ACQUISITION

Currently, we have first data extracts from Manitoba and a full data extract is in process from Saskatchewan. In Alberta we have 6 sources of RAI data, and have nearly 80% of the first extractions complete.

PILOT STUDY UPDATES

TREC SURVEY COLLECTION



In addition to the two main projects, TREC also funds several pilot studies that involve developing and assessing the feasibility of knowledge translation interventions in the areas of strategic storytelling, supportive supervision, and leadership development.

STRATEGIC STORYTELLING

Phase 1 of the strategic storytelling is complete and preliminary interviews with healthcare aides are completed. Additionally, the stories embedded with “new knowledge” are being written. A more detailed update will follow in the next newsletter.

SUPPORTIVE SUPERVISION

In September of 2009, information gathering for the “Supportive Supervision” pilot study was completed in one long term care facility. 15 supervisors (RNs) were asked to identify key challenging areas. At the same time 35 LPNs and HCAs responded to three questionnaires about supervisory support, job satisfaction and using best practice. In October, two workshops were facilitated by Dr. Joanne Proffetto-McGrath and Dr. Kathy McGilton, (TREC co-investigators) and RA Angela Robinson with the Site Administrator, 5 Care Managers and 15 RN Supervisors. Workshop participants were introduced to the Supportive Supervision Framework. They were also provided opportunities to share their experiences with supervision, and were taught intervention and feedback strategies. Participants applied the strategies to their own practices through individual and group reflection and role-play. Overall, the participants rated the workshop very highly. The 5 Care Managers had access to the workshop leaders for five weeks after the workshop to coach and support them in practicing their new skills and approaches to supervision. RN Supervisors were asked to reflect weekly for six months on their supervisory practices and challenges as they strived to practice new skills and strategies. Three months after the workshop participants were asked to respond to follow-up questionnaires. Very soon, a six month follow-up will be performed using questionnaires, interviews, and focus groups with the unit managers and RN supervisors.

LEADERSHIP DEVELOPMENT (MACRO LEVEL)

A third pilot study evaluated a leadership intervention for front-line managers on coaching to improve staff performance. 22 front-line managers in one facility participated in a 2 day workshop to learn how to coach their staff. A first follow-up showed that the coaching intervention improved the overall work environment, job satisfaction, team work performance, and empowerment of staff. The evaluation also looked at factors that facilitate and hinder managers from becoming staff coaches, and their perceived advantages and disadvantages of coaching. Heavy regular workload, personal attitudes, multicultural work environment, multitasking, lack of prior proper training, and unwillingness to learn and adapt were identified as potential barriers by the managers. The next step, scheduled for this fall, will be to develop a similar process to evaluate whether coaching leadership and communication skills can be sustained in a long-term care work environment.

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