Making it Work: IDF™ Implementation
The Sanford Experience

Elizabeth Jeanson PT DPT DCS NTMC CNT
Developmental Specialist NICU
Sanford Children’s Hospital

Disclosures

- No Relevant Financial Relationships
- No Relevant Nonfinancial Relationships

Elevator Speech - Administration

- The cost of care for infants born prematurely can be affected by many aspects of care. One aspect of care is how babies gain the coordination and efficiency for feeding.
- Feeding difficulties can lengthen stay and increase costs. The IDF™ model improves feeding efficiency by carefully monitoring and effectively intervening during feedings breast or bottle.
- IDF™ has been shown to improve feeding outcomes while at the same time reducing length of stay and cost of care.
- Although there is a financial investment to initiate the IDF™ program the payoff can be seen within one year of implementation and continue to produce returns long after the initial investment is completed.

The Sanford Process: Time Line

Year One Discovery
- 6 months for administrative education and "Buy In" and funding source
- 6 months of excitement building

Year 2 Implementation & Celebration

Year 3 Follow up

The Sanford Process: Implementation team

- Interdisciplinary
  - Speech Therapist, Developmental Specialist, MD, NNP, Nurse, Administrator, Pharmacist, Nutrition, EMR representative, Occupational Therapist
- Leadership and organization
  - Strong organizational skills
  - Strong motivational/energizing skills
  - Communication skills
  - Hold people accountable to deadlines
- Cadence of Change
  - Protected, consistent meet times
  - Homework and accountability
- Anticipate trouble spots
  - Naysayers & late adopters on committee
Staff Education
- Waitzman and Ludwig 1 Day workshop (Now Dr Brown)
- Excitement builders
- Potty Ponders
- Staff lounge signs
- Bulletin boards
- Staff meetings
- Huddle
- Waitzman and Ludwig Webinar at department meeting
- Intro video
- On line training

Tangibles
- Family Feeding Plan Write on/wipe off sign
- Nursing Resource Binder (Cheat sheet)
- MD/NNP resource (laminated cheat sheet)
- EMR changes (New feeding Flow sheet)
- Flip book reference
- Parent education handout

Write On/Wipe off Feeding Choice Card

Celebrations
- Kick off celebration
- Initiation – Online education available
- Early completer prizes
  - 25% staff completion party
  - 50% staff completion party
  - 75% staff completion party
  - 100% staff completion party
- Go Live
- Anniversary Celebration
- QI Scoreboard celebrations
- LOS changes

Policing the Change
- One: One bedside review and support
- Interdisciplinary Team: weekly review of progress
- Resident education
- Preceptering
- New staff orientation
- Old orders not available
- Additional ST availability
- Availability of Dr Brown Preemie nipple on the cart
- ST reviews feeding flowsheet every day

Huddle Notes
- Feeding order status:
  - Non-nutritive breastfeed/Nuzzle
  - 72 hour protected breastfeeding
  - Demand feeds prescribed volume
  - Ad Lib Demand – remove NG
- Brief baby performance review:
  - Always needs pacing
  - Nipple
  - Stop cues
Key Points
• To change the culture – everyone must be involved.
• Concentrated and Saturated!
• Administrative Buy In
• Whole NICU at the same time
• Strong leadership
• Celebrate – Keep a visible score card of success
• Don’t start any other initiative while completing IDF™ implementation.

Outcomes
✓ 100% of staff trained
✓ Video education now part of orientation
✓ ↓ NG use
✓ ↓ Cost of care (extension sets/NG tubes)
✓ ↑ Nurse satisfaction
✓ ↑ Number of feeds by parent
✓ ↓ LOS

Reference