



CHANGE IDEA: Establish early childhood development (ECD) competencies to guide appropriate care for all families.

STEP 1: GET READY (TASKS)

- A. Schedule regular practice meetings to plan the test of change.
- B. Clarify the purpose (e.g., improve developmental outcomes, ensure consistent care, reduce risk).
- C. Choose one or more ECD frameworks to implement (e.g., HealthySteps, Care for Child Development, Bright Futures).
- D. Select a target population (e.g., well-child visits for 6 months).
- E. Schedule team training on selected frameworks.
- F. Identify key components to integrate (e.g., Bright Futures risk assessment questions).
- G. Identify where these components currently occur in your workflow, if at all.
- H. Assign responsibilities at each workflow step.

STEP 2: PLAN AND PRACTICE

In this example, the team aims to improve developmental outcomes during well-child visits for children ages 0-5 by implementing Bright Futures development screening guidelines, including risk assessment questions.

SAMPLE PROCESS:

- A. Integrate Bright Futures checklists and prompts into pre-visit planning or electronic health record (EHR) templates.
 - a. Add age-specific (e.g., 1-week, 2-month, 9-month) templates or smart phrases to the EHR.
 - b. Include prompts for:
 - i. Screenings (e.g., maternal depression, lead risk)
 - ii. Immunizations
 - iii. Anticipatory guidance
 - iv. Parent concerns
 - v. Workflow details (time, roles, challenges)
- B. Assign a staff member (e.g., pediatric nurse, care coordinator) to review the child's chart 24-48 hours before the visit using a [preplanning checklist](#) or EHR template.
 - a. Print or load parent handouts and guidance sheets.
 - b. Pre-enter needed orders (e.g., labs, screenings) in the EHR.
- C. Define measures:
 - a. Percentage of well-child visits using Bright Futures prompts
 - b. Provider satisfaction and usability
 - c. Parent satisfaction
- D. Test the workflow with one provider or age group in 1 day.

- E. Hold a brief huddle or lunch-and-learn to review the Bright Futures content, new process, and tools (e.g., PDFs, EHR templates, website) on testing day.
- F. Track data:
 - a. Number of visits using the process
 - b. Family feedback at the end of the visit: (1) How was your experience today?; and (2) Is there anything we could have done better?
- G. Have the team rate their satisfaction and ease of the process on a scale of 1-5. Note needed changes.

STEP 3: REVIEW AND REFINE

Participants in Step 2 huddle to review measures, guidance prompts, workflow timing, role clarity, and challenges. Adapt process steps as warranted.

STEP 4: EXPAND

After refining the process, scale implementation with additional families. Continue brief huddles to ensure the process works across a variety of circumstances and families.

STEP 5: SUSTAIN

Once the process has been tested and is ready to be adopted by your health center, integrate the process into your day-to-day workflow. Ensure staff understand their roles and receive orientation.