Sustainability lessons from PICC

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Long term follow-up of 20 PICC teams

PICC Toolkit Domains and Metrics	Implementing Before BSC/LC	Implementing just after BSC/LC	Continued to expand after BSC/LC
Co-management	70%	95%	70%
Training/Policy trauma informed office	40%	90%	35%
Resilience interventions	56%	88%	55%
Trauma Screening	40%	95%	55%
Tracking MH referrals	65%	88%	35%
Tracking PH Outcomes	20%	50%	10%
Tracking MH Outcomes	26%	50%	21%
Involving Families	42%	74%	42%
Providing Mental Health Services	59%	100%	59%

Leadership	• Who has the top-level commitment for this change? • What is his/her role on (or connection to) our team?
Agency Fit and Capacity	• How is this aligned with other priorities and plans for our team / office / community? What is the overall timeframe for implementing and spreading this work? What do we need to have in place from an 'infrastructure' standpoint?
Documentation	• How will this practice be documented, managed, and monitored to ensure that it occurs consistently and with the desired intent?
Data	• What do our metrics show in terms of improvements? What other quantitative or qualitative data do we have? How can we use stories to make the case for spreading this?
Expectations	• Who will have primary ownership and responsibility for managing the implementation and spread of this practice / process?
Engagement	• Who are the key champions and messengers in implementing and spreading this work? Who are the audiences we will need to reach? What messages will we use to reach them? How will we reach them?
Replacement	• In what way is this 'new way' of doing work (the process) better or easier than the old or usual way? What will be eliminated to avoid duplication?
Staffing	• What staff do we need to do this work? How will staff be prepared to do this work? Trained? Coached? Supervised? Supported?

Abridged version

- Aligns with leadership's/organization's goal
- Cross-disciplinary/cross staffing buy-in to vision
- Some "institutionalized" components that develop a life of their own
- Mechanisms to keep it fresh/updated
- Visible through process or outcome measures
- Stable funding/business plan (not necessarily profitable or cost neutral)
- Plan for turn-over of champions and staff