Improving the quality and frequency of psychotherapeutic intervention among nurse practitioners at a Veterans Health Administration Outpatient Mental Health Clinic

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NRS 703: DNP Quality Improvement Project

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Abstract

Background: The Veterans Health Administration (VHA) struggles to hire and retain psychiatric professionals due to systemic and proximal constraints that impede the development of durable, transformative therapeutic relationships. Local Problem: Psychiatric mental health nurse practitioners (PMHNP) at a VHA specialty outpatient mental health clinic struggle to use and document psychotherapeutic interventions during brief visits; thus, this project sought to increase the use and documentation of psychotherapeutic interventions. *Method*: The Theory of Constraints method of quality improvement was used to develop interventions. Provider level constraints were characterized using surveys to assess a range of psychotherapeutic competencies. System level constraints were characterized using standardized interview questions. A survey assessing preferred learning modalities was used to establish best formats for didactic interventions. Intervention efficacy was assessed using pre- and post-test outcome measures. Literature review using PubMed was conducted to identify salient data and research. Intervention: A PowerPoint booklet consisting of one-page psychoeducation interventions for specific clinical presentations with recommended documentation was created and furnished to PMHNPs via email. The structure and intended use of the PowerPoint booklet was discussed at an all-staff meeting. Results: From a population of 14 PMHNPs, five PMHNPs participated in the initial surveys and four PMHNPs supplies pre- and post-test outcome measures. The low rate of participation precluded serious consideration of inferential analysis of both initial surveys and outcome measures. Conclusions: This quality improvement project could not determine if the supplied intervention met the needs or impacted the clinical practice of VHA PMHNPs.

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It is estimated that 1.7 million veterans from Operation Enduring Freedom, Operation Iragi Freedom and Operation New Dawn have a mental health need; however, only 48% of this population receives treatment (NASEM, 2018). To expand the availability and quality of treatment, the VHA has expanded efforts to recruit, train, and retain qualified mental health providers; yet, the VHA continues to experience significant mental health provider shortfalls as a function of a protracted hiring process and high rate of turnover (NASEM, 2018). Shortfalls result in excessive provider workloads with troubling implications for burnout and durable patient-provider relationships (NASEM, 2018). At a VHA specialty outpatient mental health clinic in the Pacific Northwest, PMHNPs note that high case volumes impede their capacity to supply targeted psychotherapeutic interventions to patients during brief visits. This observation is corroborated by evidence suggesting that the quality of VHA mental health care suffers as a function of inadequate training around the provision of evidence-based psychotherapies for veterans (RAND, 2019). Providers also note that there are few educational or material resources for incorporating psychotherapy into med-check visits – especially for patients with complex diagnoses that are known to respond favorably to psychotherapeutic interventions.

Traditionally, psychotherapy and psychopharmacotherapy were construed as dichotomous processes that could be combined for additive benefit. New research suggests that the dichotomous paradigm is false as visits that include psychotherapy improve both medication and treatment adherence while promoting diagnostic accuracy (Chatterton et al., 2017; Morrison et al., 2020). Thus, there is an evidentiary compellation to ensure that all interactions—and especially those focused on medication management—include psychotherapy. Treatment adherence as a function of psychotherapy also functions to improve retention and mitigate burnout by increasing the likelihood that prescribers will develop durable and transformative relationships with their patients (Vogt et al., 2019).

Available Knowledge

While provider shortfalls and efforts to minimize costs have generated increased interest in brief and integrative approaches to psychotherapy, the notion that patients could benefit from succinct psychotherapeutic interventions has existed since the inception of the science (Baée & Jeyasingam, 2019; Lazar, 2018). In fact, the Freudian term catharsis derives from Freud's observation that patients often exhibited substantial improvement after a single session focused on the exploration of repressed emotional and cognitive content (Baée & Jeyasingam, 2019). A burgeoning body of evidence suggests that brief psychotherapeutic interventions are indeed efficacious in reducing symptoms across diagnoses and clinical settings (Orvati-Aziz, 2020; Zhang, 2019; de Rotten et al., 2017; Sloan et al., 2013). In addition to improving symptoms, brief psychotherapeutic interaction has been shown to improve diagnostic accuracy, medication adherence, and patient-provider rapport (Weinberg & Mintz, 2018; Ziv-Beiman et al., 2016). In fact, the application of specific therapeutic modalities, such as Motivational Interviewing, have shown promising results for promoting engagement and adherence among treatment resistant patients with substance use disorders and serious mental illness (Ertem and Duman, 2019). Notably, evidence-based practices like motivational interviewing present few barriers to implementation and produce durable changes in practice after perfunctory training (Lindholm et al., 2019). Psychotherapeutic approaches to treatment may also confer added capacity to assess patient progress by offering unique perspectives on insight, judgement, schemas, core-beliefs, and skill acquisition (Everett et al., 2016; McGuinty et al., 2016).

Rationale

The VHA project site has yet to undertake any analysis of factors impeding the employment of psychotherapeutic interventions in brief visits despite system-wide data and proximal evidence that addressing barriers to care could improve staff retention by reducing caseloads and mitigating burnout while improving quality of care. Theory of Constraints (TOC) is an improvement paradigm that functions via the reverse engineering of processes occurring before and at inefficient or costly constraints-bottlenecks-to eliminate delay and waste (Sadat et al., 2013). TOC is particularly useful in healthcare contexts because it allows for the identification of antecedent processes that convey valuable information about and contribute to identified problem areas-this permits the development of interventions that add resilience across systems versus myopic, problem specific solutions that fail to thoughtfully address all inputs of complex systems (Lubitsh et al., 2005). TOC suggests that meaningful interventions supply pragmatic answers to three important questions: what to change, what to change to, and how to cause the change (Sadat et al., 2013)? These questions are answered via logic tools that seek to spur insight into how interventions will address problems via their impact on an array of system inputs (Sadat et al., 2013). Like other performance improvement processes, TOC is cyclical and emphasizes that once a constraint is optimized, the next limiting constraint must be identified and addressed. In this sense, TOC serves dual purposes in the context of this quality improvement project—TOC will identify chief constraints related to the provision of psychotherapy in brief visits at the VHA project site while simultaneously delineating the numerous constraints that broadly impact psychotherapeutic care to provide a foundation for future improvement efforts.

Purpose

The purpose of this project was to increase the use and documentation of psychotherapeutic interventions during brief visits amongst nurse practitioners at the VHA project site. To do this, the project characterized existing system and provider-level constraints around the provision of psychotherapeutic interventions and provided a tailored intervention.

Specific Aims

By February 2022, a representative sample of the population of VHA PMHNPs at the VHA project site would exhibit a statistically reliable increase in the proportion of brief visits during which they employed a psychotherapeutic intervention. Secondarily, VHA nurse practitioners would exhibit a statistically reliable increase in the proportion of visits in which they documented a psychotherapeutic interaction.

Materials and Methods

Context

The VHA project site provides mental health care for veterans living throughout the Pacific Northwest. At present, the clinic employs 14 PMHNPs. Due to outstripped demand, each PMHNP has a caseload near or exceeding 400 veterans. While the clinic employs registered nurses and medical assistants, providers remain responsible for a considerable proportion of their scheduling, billing, and coding. Patient interactions occur in a variety of contexts including video conferencing, over the phone, and face-to-face. Visits are typically 30 minutes in duration and focus on medication management. Visits are typically scheduled back-to-back, and double bookings are common. While PMHNPs are encouraged to allocate 2 hours per week to hour-long psychotherapy sessions, this is not always feasible, and providers may not routinely employ psychotherapeutic interventions as a part of their clinical practice.

Interventions

During phase-1, PMHNPs practicing at the VHA project site participated in a standardized interview-the interview characterized systemic constraints and individual providers perspectives on psychotherapy in their clinical practice (Appendix A). At the time of the interview, PMHNPs completed a series of 5-point Likert scale surveys to assess current competency in addressing common psychiatric presentations and using psychotherapeutic interventions. Additionally, PMHNPs completed a survey exploring preferred modalities for learning about specific psychotherapeutic interventions (Appendix B). Survey domains adhered to those described by Lonergan et al. (2020): level of confidence in providing psychotherapeutic interventions for specific clinical issues including acute panic, depression, self-injurious behavior, general distress, acute anxiety, insomnia, negative self-thoughts, substance use with cravings, ambivalence to change, and delusional thoughts; level of confidence teaching skillsbased psychotherapeutic interventions including breathing techniques, sleep hygiene, thought monitoring, behavioral activation, mindfulness, meditation, guided imagery, progressive muscle relaxation, decisional balance, distress tolerance skills, coping cards, and functional analysis; and preferred modality for learning psychotherapeutic interventions including narrated PowerPoint, text PowerPoint, text alone, live didactic lecture, video, co-leading a group, role-playing, and supervision.

At the conclusion of phase-1, disparities in PMHNP's confidence around using psychotherapeutic interventions to address specific presentations and deficits in confidence concerning the application of psychotherapeutic techniques were used to develop a targeted educational resource in a preferred format (Appendix C).

In phase-2, the targeted educational resource was employed to augment the use and documentation of psychotherapeutic interventions in brief visits. Phase-2 ran for 1 month before

intervention efficacy was assessed via self-reported, pre and post-test estimates of the proportion of cases in which psychotherapeutic interventions were employed or documented (Appendix D). As a balancing measure, the post-test estimate assessment included inquiry into how existing or changing constraints impacted PMHNP's clinical practice.

Measures

Main outcome measures included the proportion of psychotherapeutic visits in which PMHNPs employed psychotherapeutic interventions and the proportion of visits in which a psychotherapeutic intervention was documented. The proportion of the PMHNP team members who engaged in initial interviews and who utilized the educational intervention was an important consideration, especially given that ability to engage in extraprofessional or non-mandatory education conveyed valuable information about existing constraints.

Analysis

This quality improvement project was conducted from June 2021 to February 2022. During phase-1, deficits in clinical or skill-based competencies were determined by examining initial survey data. Survey data was used to determine preferred learning modalities for the presentation of the educational resource. Subjective data regarding systemic constraints and perspectives on psychotherapy was used to further inform the creation of the educational resource. During phase-2, intervention efficacy was assessed by comparing pre- and post-test estimates using all appropriate statistical analyses.

Ethical Considerations

All PMHNP staff at the VHA project site were informed of the project at an all-staff meeting and via e-mail. Staff participation in the improvement project was voluntary. Consent to participate will be indicated by PMHNPs scheduling the initial standardized interview or the provision of estimates for the pre- or post-test assessments. All interview and survey responses were deidentified and anonymized. The lead PMHNP at the VHA project site was the preceptor for this project and provided a signed letter of support (Appendix E). This improvement project did not involve any patient data—only the self-reported perceptions of PMHNPs. This project was submitted to both the OHSU Investigational Review Board (Appendix F) and the Portland VHA Investigational Review Board (Appendix G); neither body determined that this quality improvement project constituted research or merited additional review.

Results

From the population of PMHNPs (N = 14), five PMHNPs participated in the initial interview and six PMHNPs responded to the outcome measures survey. Of the six PMHNPs who supplied outcome measures, two were unfamiliar with this project and were unable to supply data on intervention efficacy. The low rate of participation raised serious concerns about whether these samples were representative and whether the collected data meet necessary assumptions for analysis using parametric inferences like the paired t-test. That said, there was good reason to consider this project as it applies to the population of PMHNPs engaging in the survey process, especially as it is this population for whom the supplied intervention was developed. Considering the initial survey of PMHNPs as an independent population, there was no statistically reliable variation in confidence regarding PMHNP ability to address common clinical presentations using psychotherapeutic interventions; however, there was reliable variation in PMHNP confidence regarding the application of specific psychotherapeutic techniques (H = 59.05, p < 0.05). Given the non-normal nature of the data, further parsing variability was not possible; however, salient items with low means included guided imagery (M = 2.2), distress tolerance (M = 3.2), and coping cards (M = 3.2). There was no statistically reliable variation in preferences regarding learning modalities.

Qualitative data suggested that a lack of resources and administrative burdens are impediments to the provision and documentation of psychotherapeutic interventions. Multiple providers stressed that, due to the absence of resources on-hand and adequate information about previous psychotherapeutic engagement, they lacked sufficient time to refresh, teach, and document psychotherapeutic interventions. Providers identified time allocated to decision making about medications, entering mandatory assessment data, and administrative tasks as significant constraints. A single provider commented that a lack of consistency in organizational education on psychotherapeutic tools reduced the likelihood that patients would consolidate specific skills as a result of inconsistent instruction. All interviewed providers shared the perspective that psychotherapy was not a primary focus of their clinical practice.

Irrespective of assumptions about statistical power and the normality of distribution, no inferential tests detected statistically reliable differences in the proportion of visits in which PMHNPs employed psychotherapeutic interventions. No inferential tests detected statistically reliable differences in the proportion of visits in which PMHNPs documented psychotherapeutic interactions. While the mean number of psychotherapeutic interventions employed increased (M from 50% to 62.5%) and the meaning number of interventions documented increased (M from 52.5% to 62.5%) increased, these changes cannot be distinguished from random variance; thus, suggesting that these findings represent any trend or meaningful change was not appropriate. Subjective responses from the outcome survey indicated that caseload made finding time to access the educational resource difficult.

Discussion

This project sought to increase the proportion of visits in which PMHNPs at the VHA project site employed and documented psychotherapeutic interventions. To do this, the project leveraged both quantitative and qualitative approaches to characterize provider and systems level

constraints impeding the routine use of psychotherapeutic interventions. Initial data from surveys and interviews was used to create an educational intervention replete with resources specifically tailored to address knowledge gaps and mitigate proximal, provider-level constraints. The created educational resource was a PowerPoint booklet that was disseminated and discussed at a remote-access all-staff meeting and by e-mail. PowerPoint was chosen second the absence of statistically reliable variability in preferred learning modality and due to the ease with which exported document types could be distributed while retaining the ability to link related content like VHA mental health applications. Unfortunately, staff meeting attendance and engagement via e-mail were extremely limited; only four PMHNPs VHA provided responses for outcome measures. As a result, this quality improvement project was not able to draw conclusions about whether the supplied intervention had any effect on the provision or documentation of psychotherapeutic interventions.

Limitations

The chief limitation of this quality improvement project was its inability to access a sufficiently representative sample of PHMNPs. As a result, the collected data lacked the statistical power to detect any meaningful effects. Additionally, as the crafted intervention was premised on data collected from volunteers versus at random, sampling bias may have resulted in the creation of an educational intervention that lacked broad utility, which may help explain the poor response rate for outcome measures. That said, it may have been the case that the very administrative constraints described in provider interviews precluded even modest engagement with non-essential clinical activities even when proximal constraints were thoroughly addressed. Clarifying and addressing systemic constraints will be an important aspect of future clinical inquiry and intervention.

Another limitation was this project's heavy reliance on self-reported measures using nonstandardized tools. Both of these factors threatened internal and external validity. Future projects could benefit from the elimination of self-reported measures by operationalizing psychotherapeutic interventions using the presence of psychotherapy billing codes in samples of PMHNP's charts. If clinical data remained unavailable and self-reported measures could not be eliminated, tool pretesting could be completed on a large sample to ensure internal validity and promote the generalizability of significant findings.

Conclusion

This quality improvement project sought to increase the use and documentation of psychotherapeutic interventions at a VHA project site. Unfortunately, population engagement was not sufficient to collect representative data to develop and measure an appropriate intervention. While limited engagement may reflect broad trends impacting the quality and sustainability of rewarding psychiatric practice amongst VHA PHMNPs, such speculation is beyond the scope of this project. Future projects would likely benefit from identifying constraints related to more foundational aspects of healthy advanced practice and should include variables like team engagement as a function of meeting attendance and administrative support of PMHNP staff.

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Appendix A

VHA NP standardized interview questions

- Please provide a brief description of your typical day working as an NP at the Portland VHA Outpatient Mental Health Clinic.
- What factors promote your application of psychotherapeutic interventions?
- What factors inhibit your application of psychotherapeutic interventions?
- What sorts of structural supports would you need to feel confident in applying psychotherapeutic interventions in the majority of your visits?
- What sorts of educational supports would you need to feel confident in applying psychotherapeutic interventions in the majority of your visits
- How would increased support and resources around supplying psychotherapeutic interventions impact the quality of your patient care?

Appendix **B**

PMHNP Survey

Below is a list of clinical situations in which psychotherapeutic intervention is indicated. Please read each one carefully, then circle one of the numbers to the right to indicate how competent you are providing a psychotherapeutic intervention in each situation.

	Not at all	A little Bit	Moderately	Quite a bit	Extremely
A patient presenting with acute panic	1	2	3	4	5
A patient presenting with acute panic	1	2	3	4	5
A patient presenting with depressive symptoms	1	2	3	4	5
A patient presenting with self- injurious behavior	1	2	3	4	5
A patient presenting with general distress	1	2	3	4	5
A patient presenting with acute anxiety	1	2	3	4	5
A patient presenting with insomnia	1	2	3	4	5
A patient presenting with negative self-thoughts	1	2	3	4	5
A patient presenting with cravings in the context of substance use disorder	1	2	3	4	5
A patient who is ambivalent to change	1	2	3	4	5
A patient presenting with delusional thoughts	1	2	3	4	5

Below is a list of psychotherapeutic interventions. Please read each one carefully, then circle one of the numbers to the right to indicate how competent you are providing the described psychotherapeutic intervention.

	Not at all	A little Bit	Moderately	Quite a bit	Extremely
breathing techniques	1	2	3	4	5
sleep hygiene	1	2	3	4	5
thought monitoring	1	2	3	4	5
behavioral activation	1	2	3	4	5
mindfulness, meditation	1	2	3	4	5
guided imagery,	1	2	3	4	5
progressive muscle relaxation,	1	2	3	4	5
decisional balance	1	2	3	4	5
distress tolerance skills,	1	2	3	4	5
coping cards	1	2	3	4	5
functional analysis	1	2	3	4	5

Below is a list of educational modalities. Please read each one carefully, then circle one of the numbers to the right to indicate how confident you are that you will be able to learn information presented in the specific modality.

	Not at all	A little Bit	Moderately	Quite a bit	Extremely
Narrated powerpoint	1	2	3	4	5
Text powerpoint	1	2	3	4	5
text alone	1	2	3	4	5
live didactic lecture	1	2	3	4	5
video	1	2	3	4	5
co-leading a group	1	2	3	4	5
role-playing	1	2	3	4	5
Supervised practice	1	2	3	4	5

Appendix C

Please respond to the following questions by <u>first clicking reply</u> and then checking the appropriate box (just click!) or entering free text.

 During the month **before** the psychotherapeutic intervention resource was shared - November 2021, the proportion of visits in which I employed psychotherapeutic interventions was closest to

□10% --- □20% --- □30% --- □40% --- □50% --- □60% --- □70% --- □80% --- □90% --- □100%

 During the month before the psychotherapeutic intervention resource was shared - November 2021, the proportion of visits in which I documented psychotherapeutic interventions was closest to

□10% --- □20% --- □30% --- □40% --- □50% --- □60% --- □70% --- □80% --- □90% --- □100%

 During the month after the psychotherapeutic intervention resource was shared - December 2021, the proportion of visits in which I employed psychotherapeutic interventions was closest to

□10% --- □20% --- □30% --- □40% --- □50% --- □60% --- □70% --- □80% --- □90% --- □100%

 During the month after the psychotherapeutic intervention resource was shared - December 2021, the proportion of visits in which I documented psychotherapeutic interventions was closest to

□10% --- □20% --- □30% --- □40% --- □50% --- □60% --- □70% --- □80% --- □90% --- □100%

Additionally, I would like to hear if any aspect of your work - including caseload, administrative tasks, electronic integration, etc. - prevented you from accessing or employing the resource I shared. Please respond here:

Appendix D



Psychotherapeutic Interventions for Brief Visits





















































Appendix E



DEPARTMENT OF VETERANS AFFAIRS Health Care System 3710 SW US Veterans Hospital Road Portland OR 97239



June 10th, 2021

Dear Phillip Bergreen,

I am writing this letter in support of your plan to complete you DNP Final Project at our clinical site (pending VA IRB approval). The project will take place from approximately June, 2021 to December, 2021.

This letter summarizes the core elements of the project proposal, already reviewed by the DNP Project Preceptor (myself):

- Project Site(s):
 - VA Portland Health Care System. 3710 SW US Veterans Hospital Rd., Portland, OR 97239
- Project Plan: Use the following guidance to describe your project in a brief paragraph.
 - Identified Clinical Problem: Limited structural and educational resources lead to reduced rates
 of psychotherapeutic interventions in brief visits at the VA Portland specialty mental health
 clinic.
 - Rationale: The efficiency of multistep processes is often limited by specific constraints. Theory of Constraints provides a rationale for assessing and addressing processes that limit output: constraints – at the VA, caseload, administrative burden, and provider competency are assumed constraints limiting the provision of psychotherapeutic interventions to patients in brief visits.
 - Specific Aims: Portland VA nurse practitioners will report increased competency with and application of psychotherapeutic interventions for brief visits by December, 2021.
 - Methods/Interventions/Measures: Structural resources will be assessed by using thematic analysis to identify salient constraints related to the provision of psychotherapeutic interventions as discussed in structured interviews with VA Portland PMHNPs. 5-point Likert scale surveys will be used to assess current interest in, competency with, and preferred modalities for learning about psychotherapeutic interventions in addition to the frequency with which psychotherapeutic interventions are supplied. Following the implementation of both structural and educational interventions, surveys will be repeated and compared using paired t-tests.
 - Data Management: All interview and survey responses will be deidentified and anonymized. No patient data will be collected at any point during this quality improvement project.
 - Site(s) Support: The VA Portland speciality mental health clinic will provide access to PMHNP staff members who consent to participate in this quality improvement project.

During the project implementation and evaluation, Phillip Bergreen will provide regular updates and communicate any necessary changes to the DNP Project Preceptor. Our organization looks forward to working with you to complete your DNP project. If we have any concerns related to this project, we will contact you or Andrea Hughes (your DNP Project Chairperson).

Sincerely

Kasey McCracken, PMHNP-BC Psychiatric Mental Health Nurse Practitioner

Appendix F



Notification of Not Human Research Determination

To:	Phillip Bergreen	
Link:	STUDY00023267	
P.I.:	Rodney Olin	
Title:	Psychotherapeutic interventions for brie	ef visits
Description:	The committee reviewed this submissio	on and assigned a determination of Not Human Research. For additional details, click on the link above to access the project workspace.
Oregon Health & Science Research Integrity Office 3181 SW Sam Jackson Park Road - Portland, Oregon 97239-3098 (503)494-7887 irb@ohsu.edu	University L108RI	VA Portland Health Care System Research and Development Service 3710 SW U.S. Veterans Hospital Road - R&D Portland, Oregone 97238-2809 (603)273-5125 pvame-irb@vs.gov

Appendix G

VHA IRB Non-Human

VA Portland Health Care System (VAPORHCS) Institutional Review Board (IRB) CHECKLIST: QUALITY ASSURANCE OR IMPROVEMENT (QA/QI) OR RESEARCH?

ACOS/R&D or IRB Analyst Comments:

DAVID M COHEN
VAPORHCS ACOS/R&D Signature:

Digitally signed by DAVID M COHEN 386526 Date: 2021.06.24 16:37:06 -07'00'

Reference:

VHA Handbook 1058.05: VHA Operations Activities That May Constitute Research

¹Examples of operations activities include activities designed for internal VA purposes, including routine data collection and analysis for operational monitoring, evaluation and program improvement purposes, VHA system redesign activities, patient satisfaction surveys, case management and care coordination, policy and guidance development, benchmarking activities, Joint Commission visits and related activities, medical use evaluations, business planning and development such as costmanagement analyses, underwriting, and similar activities.

²Any change made before, during, or after implementation that results in an intent to expand the knowledge base of a scientific discipline or scholarly field of study, or otherwise contribute to generalizable knowledge, constitutes research and must be submitted to an IRB or other pertinent review committee.

³Potential risks (including physical, psychological, social, financial, privacy, and confidentiality, and other foreseeable risks) associated with non-research operations should be evaluated and appropriate protections established to mitigate them.

⁴Please note it is the responsibility of this individual and/or each VA author and coauthor (in cases of publication) to retain a copy of this form signed by the ACOS/R&D for a minimum of 5 years after publication and in accordance with any applicable records retention schedules. A copy will also be retained by Research Service and Quality & Performance Service.

Appendix H

Project Timeline

	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Finalize project design and	х							
approach								
Complete IRB determination or	x							
approval	Λ							
Complete NP Interviews		Х	Х					
Complete NP surveys		Х	Х					
Complete thematic analysis				Х				
Develop Educational				~				
interventions				^				
Implement Educational					v	~		
interventions					^	^		
Complete follow-up NP surveys							Х	
Write sections 13-17 of final							v	v
paper (703B)							^	^
Prepare for project								v
dissemination (703B)								^

AppendixI

Cause and Effect Diagram

