

**CONTINUOUS QUALITY IMPROVEMENT ACTION PLAN**  
**Unit – Wide Anemia/Iron CQI Project**

Original Date:  
 Date of plan update:

**SAMPLE**

**PROBLEM STATEMENT:** Less than 80% of patients meet unit goal of hemoglobin  $\geq$  11 g/dL

**ROOT CAUSES:**

- Inadequate or inconsistent ESA dosing
- Time lags in changing ESA doses after monthly labs
- Outdated protocol
- Failure to resolve root causes of failure to respond to ESA therapy

**DATA REQUIRED:**

- Monthly labs and dosing reports
- Root causes of hyporesponse to ESA (see tool)

**SOLUTIONS TO IMPLEMENT:**

- Updated protocol that is consistently followed
- Develop and implement trending tool for lab data
- Use ESA hyporesponse tool to identify patient-specific root causes and unit-wide root cause trends

ACTION PLAN (steps)	RESPONSIBLE TEAM MEMBER	START DATE	ESTIMATED COMPLETION DATE	CHECKPOINT DATES	DATE COMPLETED	COMMENTS (Status, outcomes, disposition, etc.)
Establish and consistently follow an anemia protocol	xyz	1-1-07	2-1-07	Ongoing	2-1-07	March 21 2007 update: New protocol in place as of February. Utilized for Feb and March ESA and iron dosing changes. xyz is taking lead on review of dosing changes with input by Dr. xyz. To date, going well. Will monitor outcome improvement trends and report monthly.
Designate staff nurses as anemia managers for their specific patients. Train. Audit 25% of charts for 3 months.	xyz	2-1-07	5-31-07	Ongoing		March 21: Out of 25 chart audits, 3 patients treated "off protocol". Reasons justified. RNs following protocol appropriately. Hyporesponse forms for individual patients being completed and care plans/action plans developed and implemented. Root causes being trended.

ACTION PLAN (steps)	RESPONSIBLE TEAM MEMBER	START DATE	ESTIMATED COMPLETION DATE	CHECKPOINT DATES	DATE COMPLETED	COMMENTS (Status, outcomes, disposition, etc.)
Monitor anemia/iron labs and focus initially on patients with sub xx hgb.	xyz	2-7-07	Ongoing	Ongoing		March 21 update: Labs reviewed. 31% of patients have sub-xx hgb in March compared to 34% in February (3% improvement).
Use the xyz Labs generated anemia/iron trending report.	xyz	2-07	Ongoing	Ongoing		March 21 Update: See attached report and CQI trending reports for February and March.
Train staff on principles of anemia/iron management.	xyz	3-1-07	4-1-07	3-15-07		March 21update: all nurses, technicians, social workers and dietitians attended anemia/iron management 101 workshop. Anemia/iron management workshop 201 attended by all nurses. All staff nurses actively managing anemia/iron on their patients. Continue 25% of patients monthly audits for adherence to protocol.