

ExCEL in Social Work

Excellence in Cancer Education & Leadership



Personal Vision, Goal and Steps

As part of the application to attend this course you must identify a preliminary vision, goal and steps describing how you will implement this training in your work setting within 12 months of attending the Pre-Conference. Outstanding achievement will be competitively evaluated for merit. An annual \$1,500 award recognizing excellence will be given to one participant each year from the AOSW and from the APOSW to support further professional development.

All cancer care should ensure the provision of appropriate psychosocial health services by:

- Facilitating effective communication between patients and care providers (Although the language of this standard refers only to patients, the standard should be taken as referring to both patients and families when the patient is a child, has family members involved in providing care, or simply desires the involvement of family members);
- Identifying each patient's psychosocial health needs;
- Designing and implementing a plan that links the patient with needed psychosocial services, coordinates biomedical and psychosocial care, engages and supports patients in managing their illness and health; and
- Systematically following up on, reevaluating and adjusting plans.^{IOM, 2008 p199-200}

Goal Development Form

By participating in [ExCEL](#) you are required to envision and create an attainable goal while applying the Standard of Care recommended by the IOM: 2008 Report, "[Cancer Care for the Whole Patient: Meeting Psychosocial Health Needs](#)". A major objective of ExCEL in Social Work is to enhance your leadership skills. We believe that leadership skills can be taught and that oncology patients and families rely upon social workers to be leaders in their institutions who are committed to improving the delivery of care. Leaders are needed who can identify a shared vision, articulate meaningful goals and outline specific steps necessary to reach those goals.

Ask Yourself:

How might your institution need to change to more reliably address recommended standards? How might you influence this change? Goals are best translated into realities when the steps to achieving them are clear and measurable. There will be time for reflection and revision of goals during ExCEL, but we are asking that you identify a preliminary goal and action steps that you hope to accomplish as a result of attending the course. Consider what is needed at your institution to improve the delivery of psychosocial care to oncology patients and families... would staff benefit from targeted in-services outlining the special needs of oncology patients? Are there strategies for enhanced team functioning that would be useful for your specific situation? Is there an opportunity for you to become more active in your professional organization (joining a special interest group or presenting at a regional meeting)? Coaching will be offered to assist to develop a goal that is "**SMART**" (**S**trategic, **M**easurable, **A**chievable, **R**ealistic and **T**ime-framed). Facilitated goal refinement activities during the course will encourage you to move from a general goal of "improved family support" to a more strategic and measurable goal with direct patient outcomes.

(Conzemius, A. & O'Neill, J. (2005). [The Power of SMART Goals](#). Bloomington, IN: Solution Tree.)

Example:

Vision: Our institution will address the IOM Report's recommended Standard of Care by reliably identifying the psychosocial health needs of our cancer out-patients so that we can standardize their linkage to needed resources and evaluate the effectiveness of our results.

Goal: After one year, 90% of all cancer out-patients will be screened for psychosocial health needs on their second visit to the clinic.

Immediately Post-Course: Organize a committee to search the literature to select a screening tool and to identify an out-patient clinic population (ie: pediatric) to use as a pilot population for this screening project. Identify appropriate measurement tools/strategies to use to evaluate the effectiveness of this pilot screening.

By 6 Months: Pilot the screening tool with patients in the identified out-patient clinic area/department. Evaluate the effectiveness of this pilot screening project (For example by measuring patient satisfaction and conducting a focus group with the out-patient clinic staff most impacted by this pilot project).

By 12 Months: Modify and improve the screening process. Expand the revised screening project to another out-patient clinic population.

My Vision:

Goal:

Immediately Post-Course:

By 6 Months:

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GOAL REFINEMENT WORKSHEET

You may need to consider to make your goal S.M.A.R.T. Use this worksheet to critically think about your goal and/or refine your change strategy. Remember, your vision is to improve the delivery of care within your area of influence.

S Strategic/Specific

- Who: Who is involved?
Identify collaborators for the project.
Identify mentors for this work and a plan to regularly use them.
- What: What do I want to accomplish?
Specifically, what is it I want to achieve?
- Where: Identify a location
- When: Establish a time frame
- Which: Identify requirements and constraints
- Why: Why does this matter?
Specific reasons, purpose or benefits of accomplishment

M Measurable

- i. What would “success” look like (concrete criteria needed to measure success)?
- ii. What measures/tools can we use?
- iii. Who can assist us with this?
- iv. How frequently will we measure?

A Achievable/Attainable

- i. Given limited funds, how might we enhance our existing resources?
- ii. What additional resources are needed to achieve our goal?
- iii. Are there community resources we might tap into?

R Realistic

- i. How motivated are you to achieve this goal?
- ii. What barriers do you anticipate and how will you address them?
Competing priorities? Limited time? Limited energy?
- iii. What can you delegate to others?
- iv. What have you already accomplished that is similar?

T Time-framed

What can we accomplish:

- Step 1- By next Tuesday?
Step 2- Within six months?
Step 3- In one year?