# NIDA Study: ATTOC Tools for Change

## Support local champion and leadership group

- On-site consultation 3 days
- \* Review current policies and practices
- \* Flesh out a change plan
- \* Meet with staff to discuss barriers they experience in implementation
- \* 1-day basic tobacco training for all staff

Advanced training for key staff available \* State-of-the-art techniques for treating nicotine dependence in drug abuse programs

## Support medication options

## ATTOC: Agency Goals and Accomplishments Tool

## Major goal for ATTOC

- \* Staff training and improving clinical services
- \* Program development
- \* Supporting staff recovery
- \* Implement policies for smoke-free grounds
  - \* For staff
  - \* For patients

Performance measures metric \* Threshold, target, and stretch Goals

Importance of communication (within organization and with outside network)

Tracking and sustaining change



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# Addressing Tobacco Through Organizational Change (ATTOC)

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1. Establish preliminary organizational goals for change	7. F
and identify champions	
2. Establish a leadership group and prepare for change	
3. Assess readiness for change	
4. Write an initial organizational change plan and timeline	
that are realistic	
5. Develop a communication plan	8. F
*Create some short term goals that are easily	9. F
achievable and inform others of these successes	smo
6. Conduct staff training and ongoing supervision	10.]
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Refine and implement patient oriented strategies

- \* Assess patient flow
- \* Better assessments and treatment planning
- \* Motivation based treatment throughout
- \* Medications
- \* Develop onsite Nicotine Anonymous meetings
- Refine and implement strategies to assist staff
- Refine and implement strategies to discourage or end noking on grounds
- . Document changes in policies and procedures in tient care, staff, and environment
- . Track progress and adjust the plan as needed
- . Support, encourage, and sustain organizational change



process.

Criteria: Passion and commitment for the topic Leader in system Knowledge in topic area

Staff

## What is a Champion?

Assemble leadership team

- Facilitate leadership team activities
- Can oversee our consultant activities and motivates the cultural change

## Patient Care Provide better screening, assessment, treatment planning, treatment

**Education & treatment resources** Staff / patient interactions & staff recovery

## Environment

**Promote recovery – change the culture** 

- Reduce visibility of use
- Smoke-free / restricted use

