



November 2, 2023

## NOTICE

The Board of Directors of the Kaweah Delta Health Care District will meet in an open Academic Development Committee meeting at 4:00PM on Wednesday, November 8, 2023 in the Kaweah Health Medical Center – Support Services Building Copper Conference Room (2<sup>nd</sup> Floor) 520 West Mineral King Avenue.

All Kaweah Delta Health Care District regular board meeting and committee meeting notices and agendas are posted 72 hours prior to meetings (special meetings are posted 24 hours prior to meetings) in the Kaweah Health Medical Center, Mineral King Wing entry corridor between the Mineral King lobby and the Emergency Department waiting room.

The disclosable public records related to agendas are available for public inspection at Kaweah Health Medical Center – Acequia Wing, Executive Offices (Administration Department) {1st floor}, 400 West Mineral King Avenue, Visalia, CA and on the Kaweah Delta Health Care District web page <https://www.kawahhealth.org>.

KAWEAH DELTA HEALTH CARE DISTRICT  
Mike Olmos, Secretary/Treasurer

A handwritten signature in black ink that reads "Cindy Moccio".

Cindy Moccio  
Board Clerk, Executive Assistant to CEO & CNO

DISTRIBUTION:  
Governing Board  
Legal Counsel  
Executive Team  
Chief of Staff  
<http://www.kawahhealth.org>

**KAWEAH DELTA HEALTH CARE DISTRICT BOARD OF DIRECTORS  
ACADEMIC DEVELOPMENT**

Wednesday November 8, 2023

Kaweah Health Support Services Building  
520 West Mineral King – Copper Conference Room (2<sup>nd</sup> floor)

ATTENDING: Directors: Lynn Havard Mirviss (chair) & Ambar Rodriguez; Lori Winston, M.D., Chief of Medical Education & Designated Institutional Official; Gary Herbst, CEO; Keri Noeske, CNO; Amy Shaver, Director of GME; Krystal De Azevedo, Manager of GME; James McNulty, Director of Pharmacy Services, Sean Oldroyd, DO; Mara Lawson; Lydia Marquez, Executive Assistant to the Chief of Medical Education & Designated Institutional Official, Recording

**OPEN MEETING – 4:00PM**

**CALL TO ORDER** – *Lynn Havard Mirviss*

**Public/Medical Staff participation** – Members of the public may comment on agenda items before action is taken and after it is discussed by the Board. Each speaker will be allowed five minutes. Members of the public wishing to address the Board concerning items not on the agenda and within the jurisdictions of the Board are requested to identify themselves at this time. For those who are unable to attend the beginning of the Board meeting during the public participation segment but would like to address the Board, please contact the Board Clerk (Cindy Moccio 559-624-2330) or [cmoccio@kaweahhealth.org](mailto:cmoccio@kaweahhealth.org) to make arrangements to address the Board.

1. **OVERVIEW OF THE CURRENT WELLNESS PROGRAMS: SCHWARTZ ROUNDS** – *Sandra Shadley, LMFT, HEC-C Palliative Care Manager & Schwartz Rounds Administrator and Facilitator*
2. **TRANSITIONAL YEAR RESIDENCY ANNUAL PROGRAM REVIEW** – Review of the accreditation status, current citations, performance on institutional metrics, and SWOT analysis.  
*Michael Stanley, DO, Transitional Year Residency Program Director, Chair of GMEC Subcommittee on Faculty Development & EM Core Faculty Physician*

**ADJOURN** – *Lynn Havard Mirviss*

*In compliance with the Americans with Disabilities Act, if you need special assistance to participate at this meeting, please contact the Board Clerk (559) 624-2330. Notification 48 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to the Kaweah Delta Health Care District Board of Directors meeting.*

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*Mike Olmos – Zone I  
Secretary/Treasurer*

*Lynn Havard Mirviss – Zone II  
Vice President*

*Garth Gipson – Zone III  
Board Member*

*David Francis – Zone IV  
President*

*Ambar Rodriguez – Zone V  
Board Member*

**MISSION:** *Health is our Passion. Excellence is our Focus. Compassion is our Promise.*

# Schwartz Rounds

Kaweah Health Medical Center



[kaweahhealth.org](http://kaweahhealth.org)



# Schwartz Rounds Alignment with KH Strategic Plan & Mission/Vision

**Strategic Plan:** Ideal Work Environment Objective 2.1.3: [6] Schwartz Rounds Sessions scheduled in FY 24.

**Mission Vision & Pillars:** Health is our passion. Excellence is our focus. **Compassion** is our promise.

**Dianne Cox** and **Marc Mertz** – Executive Team Champions

**Sandra Shadley**, LMFT, Palliative Medicine Manager

**Brisana Flores**, LCSW, Palliative Medicine Social Worker

**Ryan Howard**, MD, Physician Champion



## Schwartz Rounds Steering Committee

# Thank you!

Liz Wynn

Julianne Randolph

Maribel Resendez-Molar

Kimberly Vliem

Greg Bitney

Jennifer Faria

Emma Camarena

Chris Patty

Michelle Phillips



[kaweahhealth.org](http://kaweahhealth.org)

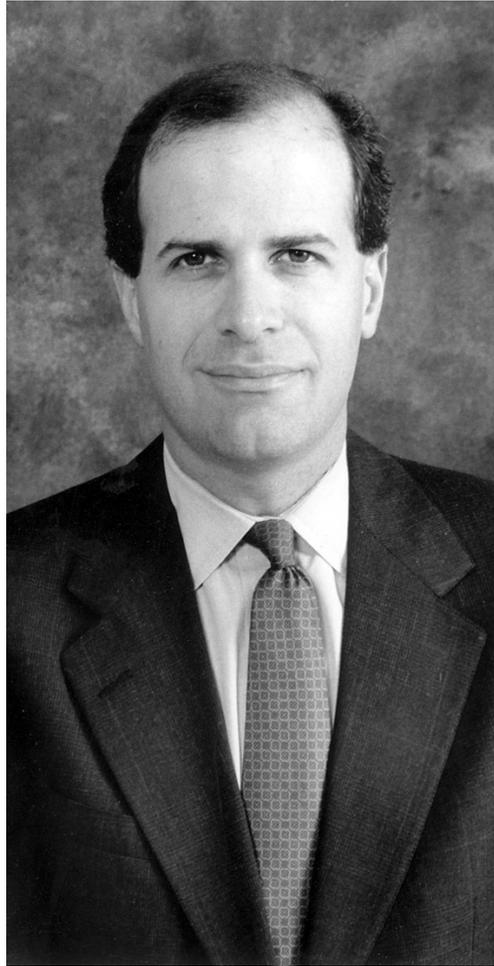


# Schwartz Rounds

## Mission & Purpose

To promote *compassionate care* by strengthening the *human connection* at the heart of healthcare.

# Schwartz Rounds started with one person...



Kenneth B. Schwartz  
1954-1995  
Schwartz Center Founder

- Ken was a relatively healthy healthcare attorney who died of lung cancer in 1995, at the age of 40.
- Ken shared his experience in an article in the Boston Globe Magazine in July, 1995, entitled: “A Patient’s Story”.
- Ken shared that in the year following his diagnosis, he was ***“subjected to chemotherapy, radiation, surgery and news of all kinds...most of it bad”***.

- As harrowing as this experience was, Ken noted that it was ***“punctuated by moments of exquisite compassion”***.
  
- ***“These acts of kindness – the simple touch of my caregivers have made the unbearable, bearable.***

# In Ken's Words...

- ***“In my new role as patient, I have learned that medicine is not merely about performing tests or surgeries, or administering drugs. These functions, important as they are, are just the beginning. For as skilled and knowledgeable as my caregivers are, what matters most is that they have empathized with me in a way that gives me hope and makes me feel like a human being, not just an illness. Again and again, I have been touched by the smallest kind gestures – a squeeze of my hand, a gentle touch, a reassuring word. In some ways, these quiet acts of humanity have felt more healing than the high dose radiation and chemotherapy that hold the hope of a cure.”***

# A few days before Ken's death...

- He summoned his family and friends to his bedside and asked that they form a foundation to ***ENSURE THAT HIS EXPERIENCE OF COMPASSIONATE HEALTHCARE WAS CONTINUED FOR OTHERS.***
- His family asked those who cared for Ken what would help them in continuing to offer the compassionate care Ken had received.
- The caregivers said that what would support them most, would be to have a place where they could share their experiences and draw strength and support from one another.
- And from this...Schwartz Rounds were born in 1997, at Massachusetts General Hospital...where Ken received his care.

# Schwartz Rounds - Growth & Impact...

- Owing to the power and value of the process, Schwartz Rounds are now held in hundreds of sites across the US and in almost 200 sites in the UK, Canada, Australia and New Zealand. And now...right here in Visalia as well!
- Kaweah Health began offering Schwartz Rounds every other month in October, 2022...with seven sessions having occurred thus far and six sessions scheduled for the remainder of FY 24.
- Average attendance ranges from 40-50 hospital and medical staff members.

# Kaweah Health Schwartz Rounds Topics

- *My Why...What Keeps Me Going*
- *2022 in Review: Gifts, Challenges and Memories*
- *The Patient Who Most Touched My Heart*
- *Caring for One Another – From Everyday Crises to Extreme Cases*
- *Ongoing Stressors in the Post Pandemic Era*
- *Turning the Other Cheek – Compassionate Care in the Face of Anger*
- *Caring for Our Own – When Coworkers and Family Become our Patients*

# What participants are saying...

- “I enjoyed and admire the sharing of personal feelings with experiences.”
- “Content was very helpful with opening eyes for things some don’t always see.”
- “I appreciate that there was a range of interdisciplinary teams...it gives a great perspective and is a great eye opener.”
- “Remember that simple acts of compassion matter – even if it’s just a hand on the back...remember to reach out, debrief and decompress.”

# Schwartz Rounds – An Evidence-Based Practice

- In research published in: ***Academic Medicine, The Journal of the Association of American Medical Colleges***, participants have noted:
- Improved teamwork, interdisciplinary communication, and appreciation for the roles and contributions of colleagues from different disciplines.
- Decreased feelings of stress and isolation, and more openness to giving and receiving support.
- Increased insight into the social and emotional aspects of patient care; increased feelings of compassion toward patients; and increased readiness to respond to patients' and families' needs.

# Future Plans...

- Our most recent Schwartz Rounds session was held **Friday, October 6, 2023**, and marked the one year anniversary of Schwartz Rounds at Kaweah Health!
- Our next Schwartz Rounds session will be held Friday, **December 1 2023**.
- We welcome all hospital staff, medical staff and medical learners to attend. Please sign up in Workday.

Thank you!



# The pursuit of healthiness



# Academic Development BOD Committee

November 8, 2023



# Transitional Year Residency Program - Continued Accreditation Dec 5, 2022

ZERO  
CITATIONS!



## Mission

To provide our residents with knowledge, skills and attitude needed for sustainable excellence by educating through direct service to our rural diverse community. Our focus is on community care and leadership, which we use to align with the institutional mission to achieve outstanding community health, deliver excellent service, provide an ideal work environment, and to empower through education.

# Transitional Year Program PGY1

Major changes: Modified Learning Logs, surgery elective 2 vs 4wks, Coordinator/Manager moving to help SVMC

## Strengths

Servant Leader Dr. Stanley is a true educator and team builder

Innovation for education & leadership

Strong program coordinator - Krystal De Azevedo

All rotations are at KH

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## Weaknesses

Few faculty members

Under-utilization of Associate Program Director

Patient safety education

Faculty evaluations

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## Opportunities

Promotion of best practices of education to other programs at KH

More recruitment of graduates to KH after subspecialty training

Fortifying pipelines

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## Threats

The nature of a TY program being reliant on other programs for clinical service

Many specialties incorporating TY year into categorical program

# Transitional Year Performance on Institutional Indicators



## Test performance

Step 3 Pass rates



## Resident Survey

Information not lost during  
shift changes, patient transfers,  
or the hand-over process

Adequately manage patient  
care within 80 hrs/week



## Faculty Survey

Participated in efforts to recruit  
diverse GME staff



## Resident Survey

Education compromised by  
non-physician obligations

# TY success stories for KH

- Filled all slots all 7 years
- All graduates get placed 100%
- 4 became KH categorical residents

Neurology

2

Anesthesiology

9

Internal Medicine

3

PM&R bound

25

Ophthalmologists

11

Derm

4

Peds, FM, Psych

1 each

Radiology bound

34



Questions?

THE END

