



# 2020 Performance Sharing Plan (PSP) UBT Goals

**SAFETY PSP GOAL:** Stretch goal: 70% completion rate of **Culture of Safety Survey**. While it is not required to be a goal in UBT Tracker, make sure all Local 105, Local 7 staff have taken the survey. If you do want to enter it as a project, you'll find a sample goal at the end of this page.

**AFFORDABILITY PSP GOAL:** Percent of teams with a **QUALIFIED Affordability project** entered into UBT Tracker:

2020 PSP	Threshold	Target	Stretch
<b>Most Affordable:</b> Percent of UBTs with <b>qualified*</b> Affordability projects and documented/verified ROI	<b>35%</b>	<b>39.2%</b>	<b>45% AND 90K ROI</b> Local 105: 117 teams Local 7/1: 92 teams

**\*Qualified: How to capture a QUALIFIED project:**

- Project/goal started and completed between 12/1/2019 and 12/31/2020
  - Goal must be at a **CLOSED/COMPLETED** status in Tracker as of 12/31/2020

- Focus** Area: Must be entered as Affordability (as shown above)
- Project must have at least one **PDSA** entered under the **Test of Change** tab

- Project must meet **Threshold, Target or Stretch** in Tracker, and documented as such in Tracker under **Results Summary**
- Enter any financial savings under the **ROI box!**

**Affordability project ideas: 8 Wastes Tool:** [http://www.insidekpc.com/sites/default/files/groups/UBT\\_Resource\\_Team/tool\\_typesofwaste\\_final.pdf](http://www.insidekpc.com/sites/default/files/groups/UBT_Resource_Team/tool_typesofwaste_final.pdf)

## Culture of Safety Survey

Sample SMART goal for optional project: We will improve completion of the **Safety** Survey from 0% to 85% by Date (30 days)  
Threshold: 75% completion of the survey, Target: 85%, Stretch: 100%



**Quality PSP Goal:** Decreasing the number/percentage of **open Care Gaps** per thousand active KP members. **Stretch for this goal will be a reduction of 570 gaps/1000 active KP members or 25%.**

**Care Gaps** are notifications that an action needs to be taken by the Member and/or Care Team to address a prevention screening, treatment, or immunization due. These notifications are found on the HealthTRAK landing page in HealthConnect and/or the Personal Action Plan page on [kp.org/actionplan](http://kp.org/actionplan)

**What can UBTs do?**

> **Each member of the UBT can close their own Care Gaps** by accessing their Personal Acton Plan in My Health Manager at [kp.org/actionplan](http://kp.org/actionplan)

While not required to be a formal project in UBT Tracker, if you choose to do so, a sample SMART Goal would be:

Our UBT will decrease our team's collective personal health gaps from (current number) to (80% reduction) by (date)  
*Threshold: 70% reduction Target: 80% reduction Stretch: 90% reduction*

> **Clinical UBTs can identify workflows to reduce their member's open Care Gaps**, addressing them in every interaction with our members

While not required to be a formal project in UBT Tracker, if you choose to do so, a sample SMART Goal would be:

*Our UBT will decrease our member's health gaps from (current number) to \_\_\_ by (date). (Data resource under development)*

**Data resource for member Care Gaps:** Under Development. Further communication to follow, when finalized

**Attendance PSP:** All PSPs will now have an attendance goal

\*Refer to **your** union's PSP document for more details

We can all use the **Attendance Calendar** to stay aware of our own attendance:  
[https://www.lmpartnership.org/sites/default/files/attendance\\_calendar.5x11\\_2020.pdf](https://www.lmpartnership.org/sites/default/files/attendance_calendar.5x11_2020.pdf)

For help entering your UBT goal into Tracker or using RIM tools to complete a project, contact your UBT Consultant at [CO-UBT-Consulting@kp.org](mailto:CO-UBT-Consulting@kp.org)