PHILOSOPHY OF PRACTICE:
LAYING THE FOUNDATION FOR WHAT WE DO

SATURDAY/11:00AM-12:00PM

ACPE UAN: 0107-9999-20-023-L04-P 0.1 CEU/1.0 hr
0107-9999-20-023-L04-T 0.1 CEU/1.0 hr

Activity Type: Application-Based

Learning Objectives for Pharmacists and Pharmacy Technicians:
Upon completion of this CPE course participants should be able to:
1. Describe the importance of a philosophy of practice.
2. Define the tenets of pharmacy's philosophy of practice.
3. Evaluate the differences between philosophy of practice and an organizational mission and vision.
4. Articulate your pharmacy philosophy of practice.

Speaker: Debbie Pestka, PharmD, PhD
Debbie Pestka is a pharmacist and health services researcher at the University of Minnesota College of Pharmacy, where she also earned her PharmD and PhD. Her research focuses on enhancing pharmacists’ roles in the delivery of patient care and evaluating the outcomes of pharmacists delivering comprehensive medication management. She is currently a Minnesota Learning Health System Scholar where she is evaluating the implementation of comprehensive medication management in a population health model of primary care transformation. In addition, Dr. Pestka continues to work as a pharmacist in the community setting.

Speaker Disclosure: Debbie Pestka reports no actual or potential conflicts of interest in relation to this CPE activity. Off-label use of medications will not be discussed during this presentation.
Disclosure

• Dr. Pestka reports no actual or potential conflicts of interest associated with this presentation
Learning Objectives

- Describe the importance of a philosophy of practice.
- Define the tenets of pharmacy's philosophy of practice.
- Evaluate the differences between philosophy of practice and an organizational mission and vision.
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Presentation outline

- Define philosophy of practice
- Provide examples of different philosophies
- Describe philosophy of practice of CMM
- Activities and discussion
Comprehensive medication management (CMM)

Standard of care that ensures that each patient’s medications are individually assessed to determine that it is:

— Appropriate
— Effective
— Safe
— Being taken as intended (i.e., adherence)
The practice of comprehensive medication management (CMM)

Patient care process  Practice management

Philosophy of practice

It’s foundational
It is a set of **professional values and beliefs** that every practitioner has that guides their actions and decisions in practice.

**Presentation outline**

Define philosophy of practice

Provide examples of different philosophies
Parenting philosophy
Teaching philosophy
Philosophy of practice

It is a set of **professional values and beliefs** that every practitioner has that guides their actions and decisions in practice.
Philosophy of practice ≠ Ethics

Philosophy of practice ≠ Organizational mission and vision
So what *is* the philosophy of practice of CMM?
CMM Philosophy of Practice Tenets

• Meeting a societal need
• Assuming responsibility of optimizing medication use
• Embracing a patient-centered approach
• Caring through an ongoing patient-pharmacist relationship
• Working as a collaborative member of the health care team

When pharmacists dedicate themselves to CMM, it is the philosophy of practice they are devoting to uphold
Pharmacists practicing CMM should all have the same philosophy of practice
Of 30 pharmacists who wrote a philosophy of practice, only 3 included all 5 tenets.

Presentation outline

- Define philosophy of practice
- Provide analogies of different philosophies
- Describe philosophy of practice of CMM
- Activities and discussion
Let’s take a look at some of the philosophies of practice that are out there

1. Compare and contrast the philosophy of practice examples at your table

2. As a table (or in groups of 2-3), discuss:
   - What things did these providers write that you liked? Why?
   - Did you feel anyone was missing something from their philosophy of practice? What was missing?

Now, let’s take a closer look at your philosophy of practice

1. Individually, complete the philosophy of practice exercise worksheet
   - Rank how your work aligns with each of the five tenets
   - Provide examples of how you carry out each tenet
   - Identify what could be done to enhance the alignment of your work with each tenet

2. Compare your responses with 2-3 other individuals at your table
1. How would you define your philosophy of practice?

2. How would you incorporate the five tenets in your work as a pharmacist?

Take Home Points

- Philosophy of practice is foundational to what we do
- A consistent philosophy of practice is important for standardizing care
- Developing a philosophy of practice takes time, but is a critical piece of pharmacy practice
References


Questions
Philosophy of Practice Examples

1. Dental office in North Carolina:
   “We want to extend a warm welcome to you from our Chapel Hill dental practice. Our philosophy is simple. We are committed to providing you with high-quality, state-of-the-art dental care and to make your visit to our office as pleasant and as comfortable as possible. We provide an atmosphere for our patients to make positive choices for their dental health. We are consistently working to improve our technical skills, with a strong commitment to continuing education.

   Based on our philosophy, we believe that the foundation for better dental health is based on mutual trust, respect, communication and understanding. Our practice provides quality care with honesty, excellence and integrity. We are dedicated to a comprehensive approach to dentistry, considering both the functional and esthetic aspects of your smile. We understand that dentistry is a complex art, requiring expertise and experience to properly manage every aspect of your care. We invite you to become a part of our practice. We know you will immediately notice the difference in the way you are taken care of.”

2. Physical therapist in Minnesota:
   “I work with each patient to identify the underlying causes of their problem and to develop a treatment plan that will enable them to return to the activities that they enjoy.”

3. Family medicine physician in Minnesota:
   “I see my role as a doctor and healer as similar to a guide, advisor and educator. Some patients prefer me to guide while others prefer me to advise. Ultimately my role is to help you, the patient lead as fulfilling a life as we are able to help make possible for you.”

4. Family medicine nurse practitioner in Colorado:
   “I strive to provide excellent care to my patients involving them in their healthcare decisions and empowering them to take control of their health in order to lead a happy and healthy life.”

5. Family medicine physician in Colorado:
   “I believe the body will always tend toward health, it is our job to help patients move in that direction. We can achieve this by treating the whole person, focus on preventative care and support the patient to help them achieve their healthiest potential.”
The Philosophy of Practice of Comprehensive Medication Management*

Core Tenets

1. **Meeting a societal need**: Professions exist for the purpose of serving society and, thus, it is important to consider how we, as pharmacists, are meeting the needs of society. We know that the quality of health care in the United States is suboptimal, and that a significant contributor to poor quality care is the underuse, misuse, and overuse of medications. It is well documented that to improve national health care and lower health care costs, we must optimize medication use for patients and populations.

2. **Assuming responsibility for optimizing medication use**: If we are to meet the needs of patients and society, we must assume responsibility for all of a patient's medication related needs. This means delivering CMM consistently and holistically to assure that patients are taking appropriate, effective, and safe medications and that they are taking them as intended. This is achieved through identification, prevention, and resolution of drug therapy problems to improve patient health. Applying a consistent approach to the CMM Patient Care Process includes collecting and analyzing relevant patient information, formulating an assessment and plan for improving drug therapy, implementing the patient care plan, and providing ongoing follow-up and monitoring.

3. **Embracing a patient-centered approach**: The Institute of Medicine defines patient-centered care as “providing care that is respectful of, and responsive to, individual patient preferences, needs and values, and ensuring that patient values guide all clinical decisions.” No aspect of the care that is delivered is done without including the patient.

4. **Caring through an ongoing patient-pharmacist relationship**: This is a partnership between the patient and the practitioner formed for the purpose of optimizing the patient’s medication experience. This involves relating to individuals through active listening and with understanding, respect, and warmth. It is an ongoing relationship of trust between the patient and the pharmacist.

5. **Working as a collaborative member of the health care team**: Providing high quality, team-based care to individuals involves collaborating with members of the health care team on shared goals in and across care settings. Consistently meeting the medication-related needs of patients cannot occur without collaboration among the health care professions engaged in a patient's care. Therefore, it is essential that the pharmacist demonstrate a spirit of collaboration and embrace a team-based approach to care.

Philosophy of Practice Exercise

1. On a scale from 0 to 10, how well does your work align with the tenet of **meeting a societal need**?

   Not very well                                      Very well
   0 1 2 3 4 5 6 7 8 9 10

Please list 1-2 examples of how you carry out **meeting a societal need** through your work.

What could be done to enhance the alignment of your work with **meeting a societal need**?

2. On a scale from 0 to 10, how well does your work align with the tenet of **assuming responsibility for optimizing medication use**?

   Not very well                                      Very well
   0 1 2 3 4 5 6 7 8 9 10

Please list 1-2 examples of how you carry out **assuming responsibility for optimizing medication use** through your work.

What could be done to enhance the alignment of your work with **assuming responsibility for optimizing medication use**?
3. On a scale from 0 to 10, how well does your work align with the tenet of **embracing a patient-centered approach**?

Not very well                                      Very well

0 1 2 3 4 5 6 7 8 9 10

Please list 1-2 examples of how you carry out **embracing a patient-centered approach** through your work.

What could be done to enhance the alignment of your work with **embracing a patient-centered approach**?

4. On a scale from 0 to 10, how well does your work align with the tenet of **caring through an ongoing patient-pharmacist relationship**?

Not very well                                      Very well

0 1 2 3 4 5 6 7 8 9 10

Please list 1-2 examples of how you carry out **caring through an ongoing patient-pharmacist relationship** through your work.

What could be done to enhance the alignment of your work with **caring through an ongoing patient-pharmacist relationship**?
5. On a scale from 0 to 10, how well does your work align with the tenet of **working as a collaborative member of the health care team**?

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Please list 1-2 examples of how you carry out **working as a collaborative member of the health care team** through your work.

What could be done to enhance the alignment of your work with **working as a collaborative member of the health care team**?