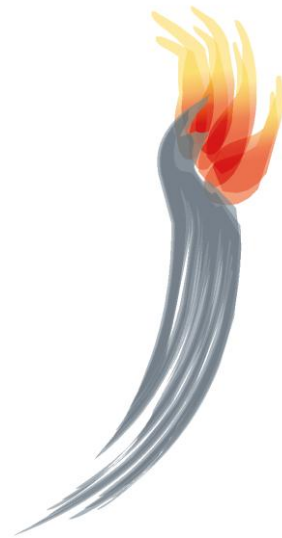


# Values Integration Appraisal Process



Assuring  
values in  
Catholic  
health care

Not so long ago...the Sisters embodied the mission of Catholic health care by their very presence





Times  
have  
changed  
and the  
healing  
mission of  
the  
Church is  
ongoing.  
Now WE  
carry the  
torch!

A photograph of a woman in a light blue uniform, likely a caregiver or nurse, leaning over a person in a wheelchair. The woman is smiling warmly at the person in the wheelchair. The background is bright and slightly out of focus, suggesting an indoor setting with large windows.

The legacy  
of caring....  
Is ours to  
continue!

The mission  
and values of  
Catholic  
health care  
live in our  
hearts....



A close-up photograph of two medical professionals, a woman on the left and a man on the right, both wearing white lab coats. The woman has short brown hair and is wearing a red stethoscope around her neck. The man is wearing a blue shirt and a patterned tie. They are both looking at a document held by the man, with the woman pointing at it. The background is a bright, out-of-focus clinical setting.

**In the way  
we work  
with our  
colleagues...**

The respect  
we show  
patients  
/residents





Even in  
decisions  
we make!



How do we know our mission and values are still on track?





What benchmark do we set?

How do we  
measure...



Compassion  
and caring?

**The Values Integration  
Appraisal Process (VIAP)**  
was developed for Catholic  
health care organizations in  
Canada and the United States.



# The VIAP is a valuable tool for:

- Identifying to what extent values have been integrated into a Catholic



# The VIAP is a valuable tool for:



- **Educating about values**

# The VIAP is a valuable tool for:



- Providing a benchmark for growth

# **The Values Integration Appraisal Process is comprised of four phases.**





# 1

## Preparatory Phase

- ✦ Approval by the organization's Board/Advisory Council to implement the process.
- ✦ Designation of a person within the organization as its VIAP Facility Coordinator.

# 1

## Preparatory Phase

- ✦ Submission of a request to your Sponsor for use of process.
- ✦ Recruitment of a trained Assessor to guide the organization through the process.

# 2

## Implementation Phase

- ✚ Consultation by Facility Coordinator with Assessor.
- ✚ Invitation & selection of participants.

# Role of the Facility Coordinator

## Preparation

- Preparing and submitting the Organization Profile Questionnaire to the External Consultant.
- Choosing facilitators in consultation with the External Consultant (applicable only in large facilities).

# Role of the Facility Coordinator

## Preparation

- Advertising that the VIAP process will be taking place.

### *Values Integration Appraisal Process*



**Where we began!**

**Where we are!**

**Where we want to go!**

**Will you help us by filling out a survey?**

# 2

## Implementation Phase

- ✚ Completion of an on-line survey questionnaire. Some participants will also be asked to take part in a scheduled focus group.



# Role of the Facility Coordinator

## Data Collection

- Participants - Choosing a sample who will complete the on-line survey. Some will be invited to attend a focus group session.
- 5-10% of staff with representatives from owners/sponsors, board/advisory council, physicians, volunteers, clergy, patients/residents/clients, family and community members.

# Role of the Facility Coordinator

## Survey

- Facility Coordinator will provide a survey link to the participants.





# Role of the Facility Coordinator

## Focus Groups

- Setting-up timetable for focus groups.
- Scheduling focus groups (with no more than eight person's in each group) and notifying participants.

# 2

## Implementation Phase

- ✦ In addition (and to provide a broader sample of how values are integrated into the organization) as many people as possible will be invited to complete the on-line survey.

# 3

## Reporting Phase

- ✦ Collation by third party of survey results, comments and results of focus group discussion.
- ✦ Submission of a detailed report to the organization.

# Role of the Facility Coordinator

## Wrapping Up

- Completing the Evaluation of the Survey Tool and submitting it to the Assessor.
- Find some way to celebrate the completion of the VIAP process and to acknowledge that the guiding light of the organization is its mission and values.

# 4

## Post-Appraisal Phase

- ✚ Receiving a certificate from your Sponsor celebrating your achievements.

