

## **Overview: Development of Staffing Quality Measures – Phase I**

### **I. Development of Staffing Quality Measures – Phase I Executive Summary, July 25, 2005 [PDF 160KB 7/25/05]**

- Executive Summary to Final Report, July 25, 2005: This eight page executive summary provides an introduction to the project, methodological approach, highlights of results, and conclusions and recommendations from the Development of Staffing Quality Measures Project – Phase I project.

### **II. Development of Staffing Quality Measures – Phase I Final Report and Appendices, July 25, 2005 [PDF 1.2 MB]**

- This final report and appendices provides an overview and background to the project, methods used for measure creation, results of the measures analyses, and a discussion of the findings from Phase I of the project. Appendices include (1.) Data Collection Options for Staffing Data (June 30, 2004), (2.) Documentation of the Nursing Home Staffing Database (November 30, 2004), (3.) Staffing ratios, staff mix, and shift coverage measures by time interval, separately for productive and total hours, and (4.) Retention, turnover, short-term, and tenure measures, separately for full-time and part-time staff.

### **III. Development of Staffing Quality Measures – Phase I Creation of the Nursing Home Staffing Database & Data Dictionary, July 25, 2005 [PDF 1MKB 7/25/05]**

- This report describes the data acquisition, receipt, and review processes for the documentation of the nursing home staffing database for the Development of Staffing Quality Measures – Phase I project. A data dictionary describing the variables that were created and used for analyses is also provided in the report.

### **IV. Development of Staffing Quality Measure – Phase I Literature Review, February 1, 2004 [PDF 262 KB]**

- An initial task of the Development of Staffing Quality Measures – Phase I project was to perform a literature review to inform the project. The literature review focused on defining the “state of the science” in identifying valid and reliable staffing measures, sources for these measures, understanding the link between staffing and quality, and adjusting staffing levels for differences in resident acuity. In addition to a summary table of the strengths and weaknesses of the 87 citations evaluated for the study, four tables are provided that are organized around pertinent themes: (1.) staffing measures used in other studies, (2.) data sources used for staffing or control measures, (3.) nursing home quality measures that have been developed, and (4.) risk adjustment and control variables that have been used in previous studies.

**V. Development of Staffing Quality Measure – Phase I Stakeholder Meeting Summary Final Report, April 7, 2004 [PDF 455KB 4/7/2004]**

- A Stakeholder meeting was held on March 2, 2004 at the Centers for Medicare & Medicaid Services in Baltimore, Maryland. Forty-two stakeholder groups, representing national, regional, and state organizations, attended the meeting to provide input for the development of staffing quality measures. Three specific aspects of staffing measures were considered during meeting discussions: (1.) aspects of nursing home staffing most important to stakeholders and their constituencies, (2.) improvements that could be made to the measures of staffing information currently presented on Nursing Home Compare, and (3.) how staffing measures should be presented to the public.