



### **Enhancing Skills and Knowledge**





### **Analytical Thinking**

- Ability to collect and analyze information and make decisions
- Problem solving and using logical steps before making judgement
- Decide between useful and less useful facts
- Observing patterns and interpreting data

Improving Analytical Skills	
<ul> <li>Be observant         <ul> <li>See how many details you remember later</li> </ul> </li> <li>Reading</li> <li>Practicing math skills         <ul> <li>Sudoku</li> </ul> </li> <li>Playing brain games         <ul> <li>Backgammon</li> <li>Puzzles</li> </ul> </li> </ul>	
MedPartners  Creative Thinking  Ability to perceive that which is not obvious to others	
<ul> <li>Create new ways to complete tasks and meet challenges with existing resources</li> <li>Brainstorming to come up with new ideas</li> </ul>	
Improving Creative Skills	
<ul> <li>Allow distractions and random thoughts</li> <li>Take a break and walk away</li> <li>Make new connections and see something differently</li> <li>Visit someplace completely new and different</li> <li>Ask new questions, be curious</li> <li>Get out of "it's always been done this way" mode</li> </ul>	

MedPartners	Clerical Skills	
<ul> <li>Computer skills</li> <li>MS Office</li> <li>EMR</li> <li>Registry Software</li> <li>Email</li> <li>Navigating the Intern</li> <li>Organization</li> </ul>	and following the process	
<ul> <li>Physical and mental</li> <li>Time Management</li> </ul>		 
MedPartners	Technical Skills	
<ul> <li>Database managem</li> <li>Boolean search/rep</li> <li>Data mining</li> <li>Security/confidentia</li> </ul>	ort writing	
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Improving Cleri	cal/Technical Skills	
<ul><li>Google and Yo</li><li>Read the instr</li></ul>	ruction manual	
<ul><li>Take a course</li><li>Ask your child</li><li>Minimize inter</li></ul>		 

Learn to delegate

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#### Communication

- Interpersonal
  - One on one
- Small Group
- Listening
- Nonverbal
  - Gestures
  - Facial expressions
- Written
  - P&Ps
- Emails



#### Improving Communication Skills

- > Become a good listener
- ▶ Be aware of non-verbal communication
- > Take business communications course
- ▶ R-A-G-G-M-O-P-P
- Check your email/text before sending
- Use the telephone first, and SMILE



#### **Customer Service**

- Directors/managers
- Physicians
- Patients
- Other departments
- Other facilities
- State registries
- Standard setters

Improving Customer Service Skills	
<ul> <li>Forget the Golden Rule!</li> <li>Respond quickly</li> <li>It probably isn't about you</li> <li>Don't take yourself so seriously</li> <li>Slow down and listen</li> <li>Take a "what I am hearing you say is" approach</li> </ul>	
Improving Customer Skills (cont.)	
<ul> <li>Never assume what others are thinking</li> <li>Accept feedback</li> <li>Understand expectations</li> <li>Always stay positive, smile when you speak (even on the phone!)</li> <li>Turn negative conversations around</li> <li>Don't forget to follow-up</li> </ul>	
MedPartners Leadership	
Making big decisions	
<ul> <li>Resolving conflict</li> <li>Delegating</li> </ul>	
<ul> <li>Planning</li> <li>Managing</li> </ul>	
<ul><li>Processes</li><li>People</li></ul>	
· Resources	

Improving Leadership Skills	
→ There is always room for improvement	
Own up to mistakes	
<ul><li>If you win then someone loses</li><li>Be a leader outside of work</li></ul>	
Take advantage of employer training	
MedPartners Incorporating Coals	
Incorporating Goals	
SMART	
<ul><li>Focus on the result</li><li>Achieve then reward</li></ul>	
<ul><li>State the positive</li><li>Place goal at the top of a to-do list</li></ul>	
race goal at the top of a to do list	
B. III B E .	
Deliberate Data Entry	

State-Specific Requirements	
<ul><li>Reportable list</li><li>State-required data items</li></ul>	
<ul><li>Edits</li><li>Timeliness</li></ul>	
▶ SEER vs. NPCR vs. CoC	
MedPartners Text	
<ul> <li>Documentation to support coding</li> <li>Who, What, Where, When</li> <li>NAACCR recommended abbreviation list</li> </ul>	
NAACCR data dictionary  Suggestions for Text	
Text - DX Proc - OP  Do NOT duplicate surgery text	
<ul> <li>All surgical procedures that provide information for staging</li> </ul>	
Benefit of Good Text	
<ul><li>Ease of QC activities</li><li>Support facility CoC standards compliance</li></ul>	
Support Survivorship Care Plans Cancer Registry creditability	
Job Security - so far a computer cannot perform this function!	
perform this function:	

### Survivorship Care Plan

- Palliative vs. Curative
- Date when treatment will end
- Physician providing cancer treatment





## MedPartners NCDB Strategies

- Date of diagnosis
  - Ambiguous terms
- ▶ Class of case
  - 10's and 20's
  - · Hospital referred from/to
- Secondary Diagnoses Codes
- Readmission same Hosp 30 days
- ▶ Treatment
  - · Use quality measures and treatment guidelines
- Last date contact





MedPartners	If Then	
<ul> <li>If diagnosed at your facility – date diagnosis, county/state at diagno</li> <li>Surgery at your facility – name of</li> <li>Class of case 14 – surgical proced site should be known</li> <li>If radiation at your facility – all rad should be known</li> <li>Same for chemotherapy</li> </ul>	sis Surgeon Iure/other	
MedPartners Hospital Needs		
<ul> <li>Physicians</li> <li>Research</li> <li>Journal articles</li> <li>Administration</li> </ul>		
<ul> <li>Referral patterns</li> <li>Facility purchases</li> <li>Other departments</li> <li>Clinical trials</li> <li>Navigators</li> </ul>		
• Survivorship		
MedPartners Planning for the	e Future	
<ul><li>Count on changes</li><li>Staffing needs</li><li>New references</li></ul>		
Expect the unexpected		

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#### Other Resources

- ▶ SEER\*RX
- ▶ Registrar Staging Assistant (SEER\*RSA)
- ▶ SEER Program Coding Manual
- Ask a SEER Registrar
- NCI Understanding Laboratory Testing
- Other state registry newsletters
  - Q&A
  - Quizzes
  - Tips and Hints

### **Methodology Beyond Edits**





#### Validity

- Registrars are credentialed, qualified and properly supervised
- Any data with errors are corrected
- Reports are routinely run on known data collection problems
- > Steps are taken to avoid data entry errors
- Data quality issues are included in final reports

MedPartners Reliability	
<ul> <li>Data collection manual from Central Registry and Commission on Cancer are utilized</li> <li>Cancer Registry Policies and procedures are up to date and available to staff</li> <li>Quality control plan is followed and revised when appropriate</li> </ul>	
MedPartners Timeliness	
<ul> <li>Quality information is accurate, relevant and timely</li> </ul>	
<ul> <li>Other than year with changes, six month lag is not ideal</li> </ul>	
<ul> <li>Registry data is backed up routinely and updates are applied when available</li> </ul>	
MedPartners Precision	
<ul> <li>Duplicated patients and primaries are regularly searched and investigated</li> <li>Casefinding includes all resources</li> </ul>	
<ul><li>Pathology/cytology</li><li>Disease indices</li></ul>	
<ul> <li>Radiation oncology</li> <li>Infusion/outpatient departments</li> <li>Radiology/imaging</li> </ul>	

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### Integrity

- Permissions to add/change/delete is limited to key personnel
- Outside QA review is utilized



#### **New References**

- SSDI Manual
- · Grade Manual
- 2018 ICD-O-3 Histology Revisions
- 2018 Solid Tumor Rules (formerly MP/H Rules)
- Summary Stage 2018 Manual
- Updated Hematopoietic and Lymphoid Neoplasm Database
- CoC STORE Manual (should be out by end of June)







# References

Things Change.ppt by Jennifer Rohleder
 NCDB Completeness & Default Overuse Report CoC
 Ask a SEER Registrar

www.naaccr.or

• Seer.cancer.gov • Data Quality Assessment Checklist USAID From the American People



Dianne M. Cleveland, RHIA, CTR 813-235-0133 dcleveland-c@medpartners.com