

# SCHWARTZ ROUNDS<sup>®</sup> PROGRAM

## READINESS AND ELIGIBILITY FORM

### Stanzler Open Doors Fund

#### **Purpose**

The Schwartz Rounds program creates dedicated, facilitated space for interprofessional teams to reflect on the emotional and social dimensions of their work. Research shows that participation in Schwartz Rounds sessions strengthens compassion, supports staff well-being, and enhances patient care.

Successful implementation depends on organizational readiness, leadership engagement, and a shared commitment to the Schwartz Rounds model. This document outlines the readiness and eligibility criteria for organizations seeking to implement the Schwartz Rounds program effectively.

#### **What Successful Schwartz Rounds Programs Have in Common**

Organizations that lead strong, sustainable Schwartz Rounds programs typically demonstrate:

- Visible executive sponsorship and organizational alignment
- A committed interdisciplinary Schwartz Rounds leadership team
- Fidelity to the Schwartz Rounds model and training requirements
- Regular program cadence aligned with organizational goals
- Willingness to engage in evaluation, learning, and improvement
- A clear plan for sustainability beyond initial funding

The sections below are designed to help organizations assess their readiness across these areas. This form must be completed in its entirety and submitted with the Stanzler Open Doors Fund application materials.

#### **Organizational Commitment and Executive Support**

- An Executive Sponsor has been identified and actively supports the program
- Leadership recognizes Schwartz Rounds as a strategic investment in staff well-being, culture, and patient care
- Leadership aligns on required resources, including staff time, space, and operational support

#### **Schwartz Rounds Leadership Team and Planning Infrastructure**

Effective programs are led by a dedicated, trained Schwartz Rounds Leadership Team:

- A Schwartz Rounds Leadership Team has been identified, including:
  - Clinical Leader
  - Up to three Facilitators
  - Program Coordinator

- Leadership Team members have time and space for program leadership, including:
  - Approximately 8 - 10 hours for training and onboarding
  - Approximately 4 - 8 hours per month for planning, facilitation, and debriefing (assuming approximately one Schwartz Rounds session per month, will be less for organizations implementing the program less frequently)
- The organization is prepared to identify 4 - 8 additional Planning Committee members to support topic development, outreach, and engagement

## **Commitment to the Schwartz Rounds Model**

Maintaining fidelity to the Schwartz Rounds model is essential to achieving the outcomes demonstrated in Center's over 25 years of research:

- Schwartz Rounds Leadership Team members will participate in Schwartz Center training and onboarding
- The organization commits to delivering Schwartz Rounds sessions in alignment with the Schwartz Rounds model
- The organization is committed to regular observation and guidance from its assigned Program Advisor, including virtual observation of in-person Schwartz Rounds sessions
- The organization commits to ongoing learning and reflective practice to strengthen facilitation and program quality

## **Readiness to Support Psychological Safety**

The Schwartz Rounds program depends on psychologically safe spaces where staff can reflect openly on the emotional and social dimensions of their work:

- The organization understands that Schwartz Rounds sessions are reflective forums, not venues for clinical problem-solving, performance review, or operational decision-making
- Leaders understand that the purpose of the Schwartz Rounds program is meaning making, and are willing to respond thoughtfully if difficult experiences or moral distress surface
- The organization is prepared to support emotionally open dialogue, including holding silence, uncertainty, and strong emotions without rushing to fix or resolve

## **Program Cadence, Goals, and Sustainability**

Research demonstrates a dose-dependent relationship between Schwartz Rounds session participation and key outcomes:

- Leadership and the Schwartz Rounds Leadership Team align on clear implementation goals
- The organization plans to host Schwartz Rounds sessions at a regular cadence aligned with capacity and goals
- The organization understands that most programs host Schwartz Rounds sessions between monthly and quarterly, with the best practice being monthly engagements

## Evaluation, Reporting, and Learning

Evaluation and reporting are core components of the Schwartz Rounds program:

- The organization agrees to submit the standard Schwartz Rounds evaluation form following each session
- The organization understands that Stanzler Open Doors Fund-supported sites may be asked to participate in additional learning or reporting activities

Signed:

---

Executive Sponsor

---

Schwartz Rounds Program Application Champion