



MOCHA Sustainability Self-Assessment

EPT Fall 2026 Learning Community

Pick one improvement your practice made during EPT and wants to carry forward past December. Sustainability is for the changes you are choosing to keep. Answer honestly and quickly. This is a thinking tool, not a deliverable, and nothing here is submitted or graded.

This improvement / KPI: _____

Step 1 Run it through MOCHA

Five areas that decide whether a change lasts. Answer for the improvement above. You do not have to fill every box; start where you feel least sure.

M Measurement <i>Is someone still watching the data?</i> • Which one or two measures tell you this is holding? • Who looks, how often, and where is it surfaced (a simple KPI dashboard, a huddle board, a monthly review)? • What happens when the number drifts? Who acts?	Notes
O Ownership <i>Who holds this if your champion leaves?</i> • Name one accountable owner. One name, not a committee. • Who is the backup? • Is that person engaged and on board?	Notes
C Communication & Training <i>Do new staff learn the why, not just the what?</i> • Who explains the change, and how? • How do current and new staff learn the new way (not a one-time in-service)? • Where does learning happen side by side, at the elbow?	Notes

H Hardwiring <i>Is it built into the work, not one person's memory?</i> • Where does it live: standard work, an EHR prompt or default, a huddle agenda, onboarding? • What makes it easy to do the right thing and hard to skip? • Have you removed the old way?	Notes
A Assessment of Workload <i>Is this realistic for the team on a normal week?</i> • Does this add work or remove it? • If it adds work, what gets lighter, automated, or shared? • Who actually carries it?	Notes

Step 2 Spread: where could this go next?

You built this for one population of focus. What worked once can often work again somewhere else.

• Which other population or site could benefit?
• What is the one thing that made it work that has to travel with it?
• Who would own it there?

Before you go

One insight to share with your group. What stood out across your answers: a pattern, a gap, a surprise.

Your one concrete action before December. One thing you will do. Not a list, not a plan. One thing.