



# TEAM Training Regimen

## Workplan and Timeline

If your hospital has been selected for participation in the Transforming Episode Accountability Model (TEAM), it will be financially accountable for the total cost for certain episodes of care for traditional Medicare beneficiaries beginning January 1, 2026. Before that date arrives, there is much to do to prepare. Training camp starts now!

Here is a **sample training regimen** for you to follow, complete with a workplan and timeline. As is always the case, the sooner you start, the better prepared you'll be for TEAM.



**March/April**  
**2025**



Organization and Education Phase	
	Select TEAM captain (ownership and responsibility for model participation)
	Compile internal data regarding TEAM episodes <ul style="list-style-type: none"> <li>Surgical volume by MS-DRG or HCPCS code with detail regarding surgeon, payer, length of stay, post-discharge disposition</li> </ul>
	Convene internal TEAM implementation committee <ul style="list-style-type: none"> <li>While each hospital's organizational structure is different, consider including representatives from finance, case management, service line management, physician leadership (e.g., chief medical officer), physician practice management, supply chain/purchasing, decision support, legal, and compliance as TEAM members</li> <li>Conduct internal education to ensure committee members have a working knowledge of the model's operations and understand potential impact on your organization</li> <li>Refine and approve internal workplan: tasks, timelines, responsible individuals, data needs</li> </ul>
	Present TEAM basics to governing body and management team
	Develop list of potential collaborators (e.g., physicians, provider networks, post-acute care providers)
	Evaluate historical performance on TEAM quality measures
	Monitor <a href="#">CMS TEAM website</a> for program developments (ongoing)



**May/June**  
2025



Recruitment and Evaluation Phase	
	Create inventory of existing relationships with potential collaborators
	Develop and obtain approval for policy and procedure on collaborator selection
	Evaluate and make preliminary selection of collaborators
	Identify and quantify opportunities for internal cost savings associated with TEAM episodes for all payers (e.g., acquisition cost and use of surgical supplies, devices, etc.; operating room efficiencies; length of stay)
	Present TEAM basics to medical staff
	Evaluate potential opportunities with commercial payers



**July/August**  
2025



Analysis/Game Planning Phase	
	Identify and evaluate pre-surgery optimization opportunities to prevent exacerbated cases
	Identify and evaluate post-acute care alignment opportunities (e.g., pharmacy rounds at nursing facilities)
	Develop primary care referral processes
	Finalize collaborator agreement structure and consider value-based enterprise
	Finalize Year 1 internal cost savings opportunities by episode category; verify collaborator impact on potential savings
	Draft and obtain approval for standard collaborator agreement
	Determine methodology for calculating collaborator payments (reconciliation payments and internal cost savings)
	Develop preliminary dashboards
	Engage, educate, and negotiate with potential collaborators
	Reach out to commercial payers (if indicated)



**September/  
October  
2025**



**November/  
December  
2025**

Execution Phase	
	Secure executed collaborator agreements
	Finalize episode tracker format and distribution process
	Work with collaborators, develop operational improvement workplans for individual episodes
	Finalize process for tracking and verifying internal cost savings

Launch Phase	
	Receive and analyze historical claims data from CMS; compare to hospital review of historical performance
	Complete fair market value opinions for collaborator arrangements (if necessary)
	Implement process to provide required patient notices
	Make changes to patient notices regarding post-acute services to identify collaborators
	Execute on operational improvement workplans

PYA’s multidisciplinary team is available to coach you along the way. We can support financial modeling, stakeholder engagement, performance transformation, data analytics, physician and post-acute care provider alignment, commercial payer engagement, and fair market value opinions.



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