Reviewer's report

Title: Initiating Aha Moments when Implementing Person-Centered Care in Nursing Homes: A Multi-Arm, Pre-Post Intervention

Version: 1 Date: 21 Aug 2018

Reviewer: Elaine Amella

Reviewer's report:

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I was very impressed with this manuscript as it addresses an often overlooked area of systems change - the actual condition of compared groups before a trial of change is initiated. The comparison of the nursing home groups that had not been introduced to the PEAK process (pre-adopters) and their performance compared to those that had some introduction (adopters) provided an excellent model for adoption of change. The authors chose to not only change leadership/management but also direct caregivers - a sometimes marginalized group on which change is really key in real-world situations. Knowing more about these two groups would have been helpful - education, years working in LTC, prior exposure to education processes that contained KCCI domains - could have influenced outcome. I'm not sure if these data are available. I could not access the Supplementary Material that appeared to be supporting - perhaps those data are available there? Also, knowing the overall 'Nursing Home Compare' data about the acuity of residents in the surveyed homes and if that in any way affected outcomes, as well as fiscal structure since not-for-profit homes often have staff who stay longer and are better trained than for-profit homes, would be informative, but is not critical.

On the whole, I had no recommendations - a statement I rarely make - and hope this study is published soon.
Are the methods appropriate and well described?
If not, please specify what is required in your comments to the authors.

Yes

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Yes

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