

Developing a Community Preceptor Institute for Inter- Professional Clinical Experiences

*Leveraging Innovation to Transform Health
Systems and Improve Population Health*

**Rhode Island
State Innovation Model (SIM)**

Collaboration between RIC, URI, CCRI and
Warren Alpert Medical School
Lynn P. Blanchette, PhD, RN, PHNA-BC



Objectives

- Analyze the usefulness of the preceptor training to increase the number and quality of community-based IPE learning opportunities for students
- Describe the preceptor training for community-based healthcare and social service providers to support IPE
- Identify strategies to strengthen partnerships and pipelines between higher education and community-based healthcare and social service providers



- *In the past, people all stayed in their own lane and no one better cross the lane. It was more tribal and territorial. And if you did it, there were always issues. Where now, there is a willingness to build that skill set. How do we all work the thing together, take it from different perspectives, and, you know, capitalize on that.*
- -Comment from a community preceptor



Basic Info

Project Lead: Jayashree Nimmagadda, Ph.D, MSW, LICSW
Lynn Blanchette, PhD, RN, PHNA-BC
Sheila Cardente-Capece, MSW, LICSW

SIM Liaison: Rick Brooks, Director | Healthcare Workforce Transformation, EOHHS

Project Start Date: May 2018

Months Implementing: 13 months

Total Budget: \$ 200,000

Formally Evaluated: Yes

SIM Transformation Wheel

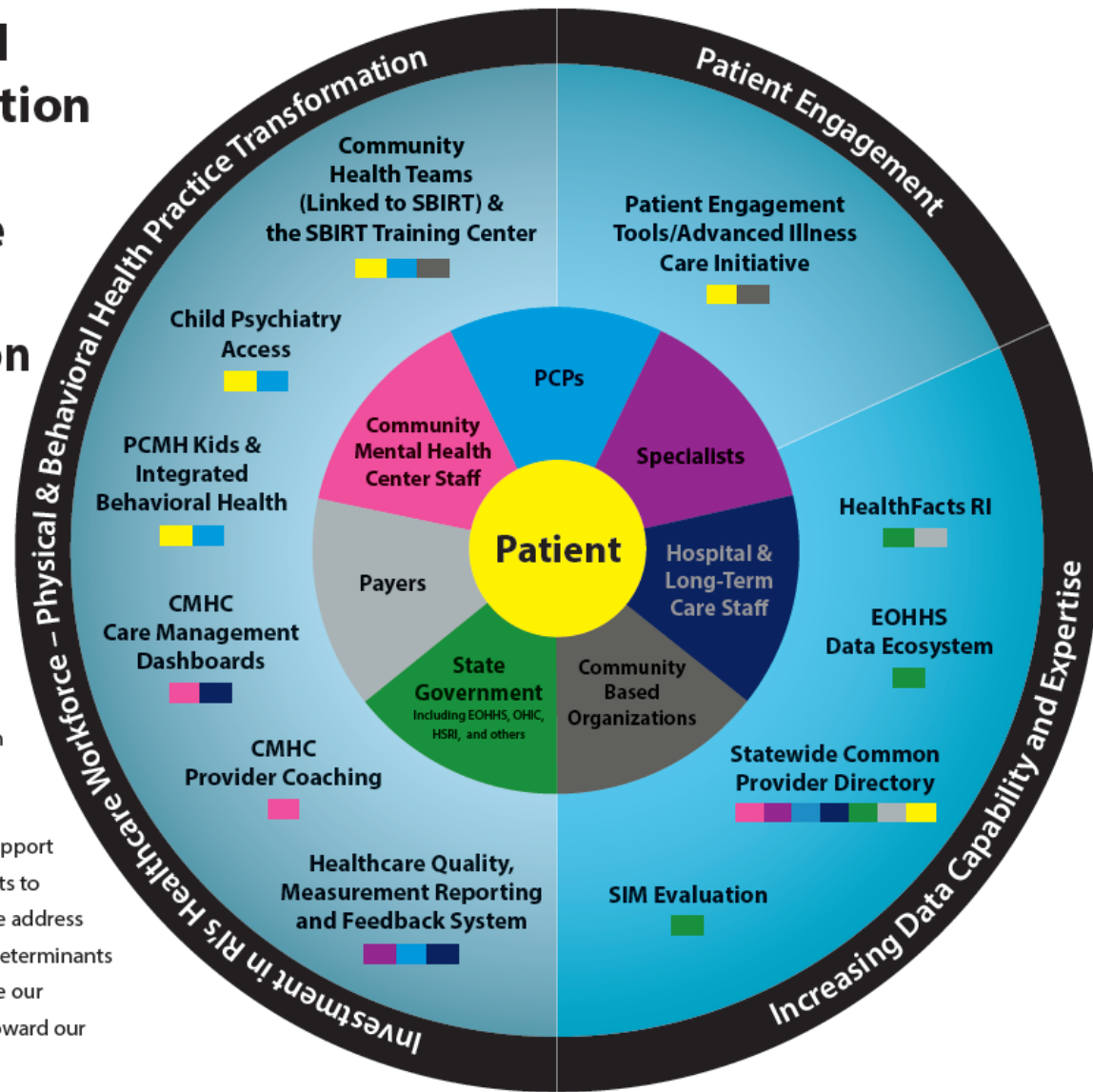
Rhode Island SIM Healthcare Transformation Project

Rhode Island State Innovation Model (SIM): A Healthcare System Transformation Initiative

as of Jan 11, 2017

RI SIM THEORY OF CHANGE-

Rhode Island's payment system is changing to focus more on value and less on volume. IF SIM makes investments to support providers and empower patients to adapt to these changes, and we address the social and environmental determinants of health, THEN we will improve our Population Health and move toward our vision of the Triple Aim.



Advisory Board

- Faculty, Deans and Program Directors from IHE's
- Support staff from Executive Office of Health and Human Services-RI
- Hired consultant

Needs Assessment

Unmet Need

- The program was designed to support community preceptors in their efforts to establish or enhance the interprofessional training opportunities they provide for students who rotate through their community-based agencies.
- Accreditation expectations for student learning

How It Works

ICPI funds provides opportunities for preceptors in community-based health and social service agencies to participate in thirty hours of IPE training that involves online modules and webinars, self-guided learning assignments, face-to-face meetings, agency-specific projects and on-going support and mentoring from ICPI faculty mentors.

Identification of Participants

- Faculty shared current list of community-based agencies already being used
- Identified agencies already taking students from varied disciplines
- Recruitment letters went out as well as calls and visits

Project Goals and Audience

Goal 1: Create an interprofessional education & practice curricula for training preceptors.

Goal 2: Foster mentor – mentee relationship between ICPI faculty and community preceptors

Goal 3: Student interns will have meaningful interprofessional experiences.

Goal 4 : Evaluation results will guide program improvements

Target Audience: Preceptors working in local community healthcare and social service agencies.

Goal 1: Create an interprofessional education & practice curricula for training preceptors.

- Each cohort participated in a full day and a half day training developed by advisory board
- Utilized Sakai for sharing of documents
 - Content included:
 - SDOH
 - identifying and utilizing student learning outcomes
 - IPEC competencies
 - Development of debriefing skills for preceptors

Goal 2: Foster mentor – mentee relationship between ICPI
faculty and community preceptors

- Each participating agency was assigned to a faculty advisor
- Project identification was completed and then supported
- Access to the consultant as well

Goal 3: Student interns will have meaningful interprofessional experiences.

- **111 students involved with Cohort I and II projects**

Goal 4 : Evaluation results will guide program improvements

- Evaluation results supported the program outcomes
- Agencies had been working on health system transformation and alignment with current thinking and this project supported them to complete that work
- Improvement in

Results to Date

- ICPI training curriculum for community preceptors was developed in collaboration with faculty from RIC, URI, CCRI and Warren Alpert Medical School.
 - Faculty from the following disciplines worked together: Social Work, Medicine, Nursing, Pharmacy, Physical Therapy.
- 2 Cohorts of preceptors were recruited and selected.
 - Cohort I made up of 6 agencies & 11 preceptors
 - Cohort II made up of 8 agencies & 16 preceptors
 - 6 face-to-face trainings = 2 full-day and 4 half-day
 - Online access to training modules, webinars and other supporting information – through SAKAI.
 - Agency specific projects – IPE Readiness Survey and ICPI Project
 - Ongoing support from faculty mentors
 - 111 students involved with Cohort I and II projects.
- Increase in agency diversity from Cohort I to Cohort II

Pre & Post Evaluation Results from Training

	Cohort I	Cohort II
Knowledge of the benefits of interprofessional learning.	81%	120%
Preceptor's understanding of IPE concepts and competencies.	33%	69%
Preceptor's capability to develop IPE learning for students increased.	25%	86%
Preceptor's capability to lead IPE learning for students.	13%	75%



Cohort I Projects

1. **RI Free Clinic** - Interdisciplinary Case Conferences
2. **PACE** – Interprofessional Care Planning
3. **Fatima** – Interdisciplinary Case Study
4. **EBCAP** – Case Conferences
5. **House of Hope** – Identify factors that impact case manager's and other community-based workers' decisions about whether and how to incorporate students into their work.
6. **Family Care Clinic** – Interprofessional Case Rounds at FCC.

Cohort II Projects

1. **BVCAP** – Interdisciplinary Diabetes Group Visits
2. **Community Care Alliance-**
 1. Enhanced Inter-professional Internship at CCA
 2. Keeping the “Millennial” Workforce Not-for-Profit Community Healthcare (workforce development)
3. **Genesis Center** - Interprofessional Community Health Experience
4. **Housing Works** - RI Alliance for Healthy Homes
5. **Progreso Latino** - AYUDAME Domestic Violence Program
6. **RIPCPC** – Ambulatory Community Care Team Simulation
7. **RIPIN** – Interprofessional experience working with Care Coordination
8. **VA Medical Center** – The impact of advance clinical simulation on an interprofessional team in a community-based setting.

Project Outcomes

- The development of ICPI projects allowed preceptors to take a deeper look at population health issues and the social determinants of health affecting the population serviced by their agencies.
- Their projects challenged them to think creatively about a comprehensive service approach that looked beyond their own discipline and expand to the use of students from multiple disciplines.

Resulting in agencies/preceptors requesting additional students from the following disciplines: Medicine, Nursing, Social Work, Law, Public Health & Health Policy, Pharmacy, Physical Therapy, Psychology, Nutrition and Oral Health.



Unexpected Outcomes/Partnerships

- Expansion: ICPI provided an opportunity for IP educators in the various RI's Institutions of Higher Education to collaborate on a broader interprofessional education, practice and research vision for RI.
- The opportunity to develop a five-year strategic plan with IHEs, RI IPE, State EOHHS, and Community Agencies.

Lessons Learned

New Unmet or Changing Needs

Agencies/Preceptor access to students from multiple disciplines.

Deeper understanding of how to incorporate student learning needs and work with faculty

Things to Do Differently

Identify a point person in each department at IHE

Recruit more IHE's

What Would Be Helpful Post-SIM

Development of an agency users guide to recruit students from multiple disciplines and IHE

Establish a student registry to coordinate placements

“Quotes”

- “I would say even the challenges were greatly outweighed by all the things we learned and all the amazing things we could see the students got out of this. The conversations that began, and just getting the preceptors in on these meetings. All of them seeing the value in this and going back to their institutions and being advocates. I can't even think of any significant challenges just because the positives so far outweigh the negatives.”

Comment from an educational program administration preceptor

Sustainability Approaches

Funding

The School of Social Work at RIC has included ICPI in two of its submitted grants.

Partnerships

RI IPEP Collaborative
IHE's

Learning

Development of a Tool Kit, Online learning and Continuing Education Credits linked to above.

Evaluation

Results from the project evaluation & strategic plan will inform the grant writing process.

**Any final questions
or comments?**