RNAO Primary Care Nurse Institute: Maximizing the Potential

CURRICULUM DRAFT

Learning Institute Goals:

This inaugural unique learning event is targeted to primary care registered nurses* and aims to assist them to:

- Enhance knowledge, and skills   to maximize client health outcomes, using evidence-based interventions reflective of the full scope of nursing practice;
- Engage in effective collaborative practice within and across sectors;
- Identify and communicate the unique contributions and potential they bring to primary care when applying their full scope of practice; and
- Develop valuable   knowledge exchange and support networks.

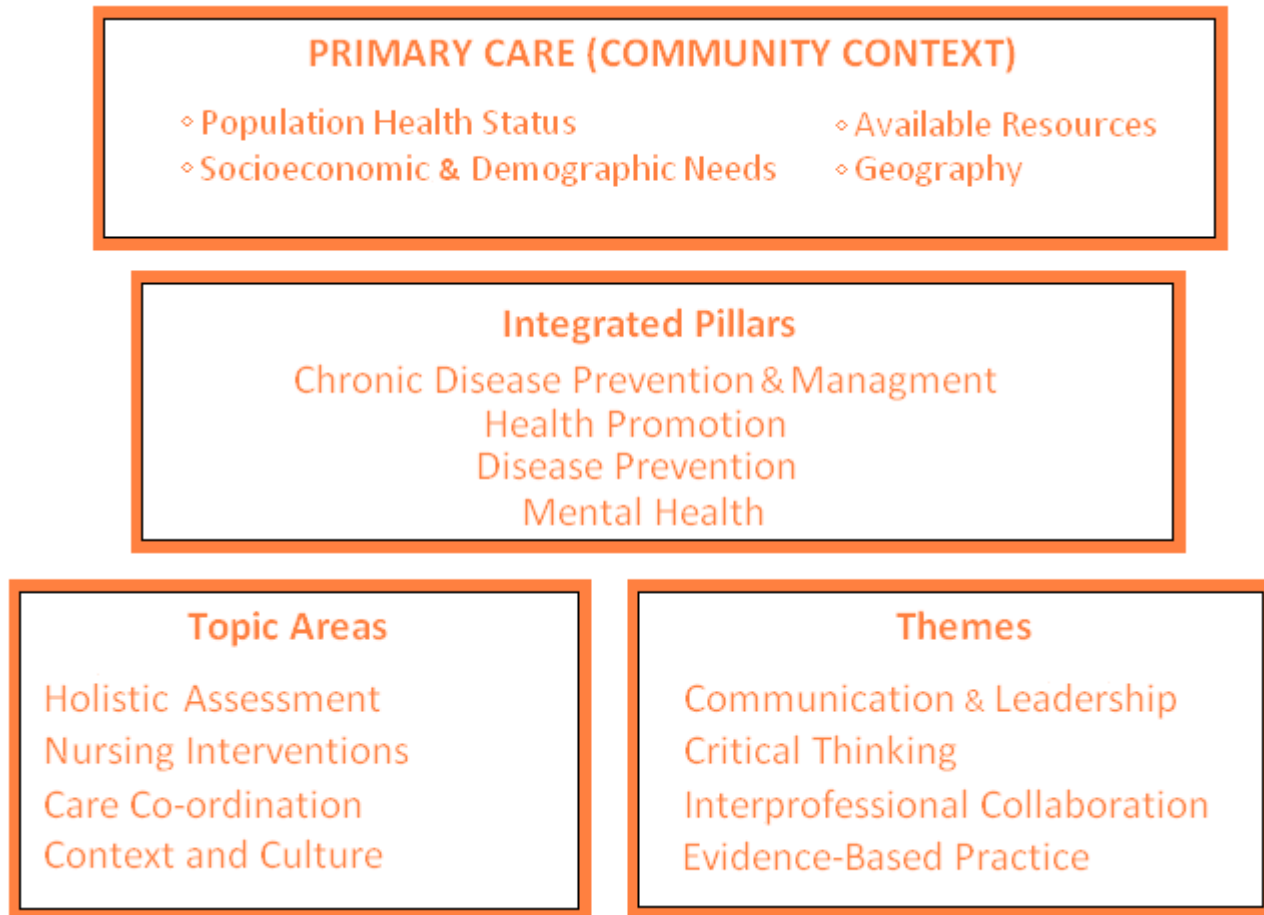(*Future Primary Care Nurse Institutes will include RPNs)

Overall Learner Outcomes:

Participants will:

1. Gain knowledge about the following concepts as they apply to primary care:
   - Local community context and culture;
   - Chronic disease prevention/management;
   - Health promotion/disease prevention;
   - Communication and leadership;
   - Interprofessional collaboration; and
   - Evidence-based Practice.

2. Gain expertise in carrying out the following skills and practices relevant to quality primary care:
   - Conducting, documenting and interpreting a comprehensive head to toe physical assessment;
   - Conducting a preliminary mental health assessment and providing generalist mental health-care;
   - Applying evidence- based primary care nursing interventions that maximize scope of practice;
   - Leading and supporting successful care co-ordination and health system navigation;
   - Implementing evidence-based approaches that advance effective chronic disease management; and
   - Acknowledging and reflecting the context and culture of the community in delivering primary care.

Primary Care Nurse Institute: Maximizing the Potential
Figure One: Curriculum Model

PRIMARY CARE (COMMUNITY CONTEXT)

◇ Population Health Status
◇ Socioeconomic & Demographic Needs
◇ Available Resources
◇ Geography

Integrated Pillars

Chronic Disease Prevention & Managment
Health Promotion
Disease Prevention
Mental Health

Topic Areas

Holistic Assessment
Nursing Interventions
Care Co-ordination
Context and Culture

Themes

Communication & Leadership
Critical Thinking
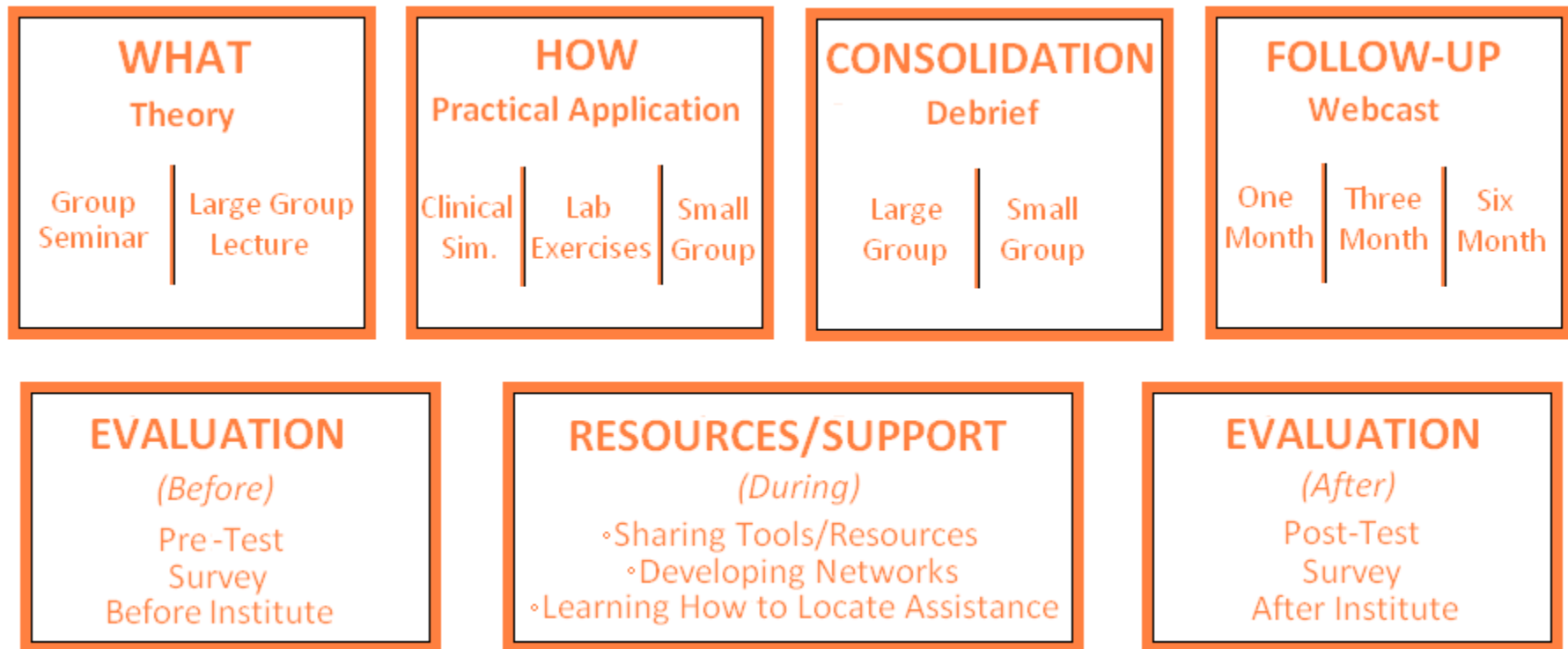Interprofessional Collaboration
Evidence-Based Practice

Curriculum Model (Figure One):

The curriculum model is designed to reflect the diverse community context as the foundation of primary care. Attention will be paid to understanding the unique populations being served and the structure of the community. Three integrated pillars will provide common threads throughout all aspects of the Institute: chronic disease prevention and management, health promotion, and disease prevention. Building upon the foundation and the three integrated pillars, five specific topic areas will be highlighted as the focus of knowledge and skill development. Within each topic area, emphasis will be placed on strategies that enhance: communication and leadership within the primary care setting; critical thinking at the point of care; interprofessional collaboration within primary care teams/inter-sectorally; and evidence-based practice.

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Figure Two: Institute Format (Including Post Institute Follow-up)

WHAT
Theory

Group Seminar | Large Group Lecture

HOW
Practical Application

Clinical Sim. | Lab Exercises | Small Group

CONSOLIDATION
Debrief

Large Group | Small Group

FOLLOW-UP
Webcast

One Month | Three Month | Six Month

EVALUATION
(Before)
Pre-Test Survey
Before Institute

RESOURCES/SUPPORT
(During)
◦Sharing Tools/Resources
◦Developing Networks
◦Learning How to Locate Assistance

EVALUATION
(After)
Post-Test Survey
After Institute

Institute Format (Figure Two):

The Primary Care Nurse Institute will combine the presentation of theoretical concepts and opportunities for application, to assist primary care nurses to engage in the full scope of nursing practice. A combination of large group lectures and smaller group seminars will be used to introduce theoretical content. Participants will be organized within Primary Learning Networks (groups 10-12). The practical component of the institute will involve pairing each Primary Learning Network with a clinical instructor (clinical RN, NP or Physician) who will lead participants through clinical simulations and laboratory exercises. Throughout the Institute there will be opportunities to apply and share resources/tools (e.g. RNAO's Best Practice Guidelines) and enable participants to augment their learning. Participants will have opportunities to consolidate learning through small and large group discussion and de-briefing sessions.

To evaluate the effectiveness of the Institute, a pre and post-test survey will be conducted to measure the learner's confidence in their knowledge, skills and competencies. Lastly, three follow-up webcasts will be made available to participants. These knowledge exchange webcasts will enable participants to share both their successes and challenges towards implementing the content of the Institute. Follow-up guest speakers will be engaged based on the identified needs of the participants.

Primary Care Nurse Task Force Advisory Committee Membership:

RNAO extends its gratitude to the following volunteers who are providing advice on curriculum development and faculty selection.

Name	Role	Organization
Tim Lenartowych	Special Projects Manager - Office of the CEO	Registered Nurses' Association of Ontario
Irmajean Bajnok	Director - iaBPG Program	Registered Nurses' Association of Ontario
Kelly Pensom	Communications Director	Ontario Family Practice Nurses Interest Group
Sheilagh Callahan	Director of Family Practice Nursing Program	George Brown College
Kathleen Boyd	Family Practice RN	Southlake Family Health Team
Pam Delgaty	Clinical Director/NP	Lakehead Nurse Practitioner-led Clinic
Christa Hiscock	Family Practice RN	Bramalea CHC
Jean Wilson	Director, Nursing and Health Policy	NPAO
Annette Weeres	Director of Professional Practice	RPNAO
Ann Alsaffar	President	Canadian Family Practice Nurses
Heidi Schaeffer	Education and Capacity Building Lead	AOHC