

National Health Center Training and Technical Assistance Partners (NTTAP) 2023-2026

Postgraduate Nurse Practitioner (NP) Residency and NP/Physician Assistant (PA) Training Programs Learning Collaborative Syllabus 2024-2025

<u>Overview</u>

The Postgraduate Nurse Practitioner (NP) Residency and NP/Physician Assistant (PA) Training Programs Learning Collaborative is a 6-month participatory learning experience offered by the National Health Center Training and Technical Assistance Partners (NTTAP) Cooperative Agreement for the Development Area of Clinical Workforce Development, funded by the Health Resources and Services Administration, and hosted by Community Health Center, Inc. (CHCI) in Middletown, CT. The Collaborative is designed to provide transformational strategies and coaching support to help health centers and look-alikes implement postgraduate residency programs in nursing.

The Collaborative will provide a series of videoconference learning sessions with 10-12 health centers and look-alikes from across the country, ongoing mentoring, technical assistance, and access to web-based tools. Teams will complete an assessment of their current practice using the NTTAP created and validated survey instrument to identify opportunities for improvement, and will work between learning sessions to meet their aims.

Background

The Postgraduate Nurse Practitioner (NP) Residency and NP/Physician Assistant (PA) Training Programs Learning Collaborative will provide opportunities for acquisition of knowledge, skills, tools and guidance to support health centers in developing a strategic plan for developing and implementing postgraduate residency programs for new nurse practitioners. Each participating FQHC will identify a team, organization leadership representation and a designated coach to lead the team through the work of the Collaborative. The Collaborative provides knowledge, teaching, skills and fundamental tools that teams need to plan and implement a postgraduate NP residency program.

Objectives of Postgraduate Nurse Practitioner and Fellowship Residency Programs Learning Collaborative

Teams will:

- 1. Build the case for starting a postgraduate residency program in their organizations.
- 2. Identify the clinical and financial resources required to support a postgraduate residency program.
- 3. Identify the operational and administrative activities that support a postgraduate residency program.
- 4. Develop the structure and curriculum for a postgraduate residency program.
- 5. Evaluate postgraduate resident learner outcomes and the impact of the postgraduate residency program.
- 6. Prepare for program accreditation
- 7. Contribute to the learning among participating organizations by engaging in Learning Collaborative activities.



Deliverables

As evidence of learning and participation in the Learning Collaborative, teams will submit:

- List out key program drivers
- Write your mission and vision statement
- Complete the Resource assessment
- Develop presentation, and if possible, present to leadership/board
- List core program elements
- Develop recruitment/marketing tool (press release, website update, etc.)
- Develop application
- Develop interview questions
- Develop didactic curriculum
- Complete Progress Checklist

Learning Collaborative Structure

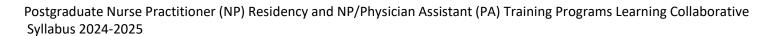
- Six 90-minute Learning Collaborative video conference sessions
- Bi-weekly calls between NTTAP Mentor-coaches and Practice coaches
- Weekly team workgroup meetings
- Weitzman Education Platform



SYLLABUS

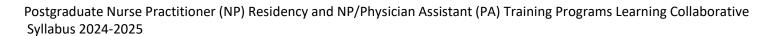
The following syllabus provides an overview of the topics that will be covered during the six learning sessions. **The syllabus is subject to change in order to best meet your learning needs.** The assignments listed below are meant to help you structure your initial team meetings in order to keep you on track and to complete assessment tools that will help you to identify areas of improvement and better understand your practice. Assignments can be completed during or outside of team meetings.

Date	Activity	Topic and Assignments
September and October	Pre-work: Hold your first team meeting in	 Meeting Agenda Identify your team members and team coach, and send contact information to
	your home	angersm@mwhs1.com
	organization	 Log onto the Learning Platform (Weitzman Education Platform) with the directions provided to become familiar with its use
		Review purpose of the Learning Collaborative, syllabus, schedule, and deliverables
		Pre-Learning Collaborative Assignments
		 Prepare a brief introduction (2 slides/2 min) about your team and your goals for participation in the Collaborative to present in Session 1; Send slides to angersm@mwhs1.com
		As a team, review and complete Readiness to Train Assessment Tool (RTAT): link TBD
		 Ask each team member to complete the Organizational Readiness to Implement Change (ORIC): link TBD
TBD	Quality Improvement	Introduction to Quality Improvement
	Training	Foundation for Effective Meetings
		Defining the Team and How to Make Your Team Work
		Communication Plan and Stakeholder Analysis
		Process Mapping
		Introduction to Playbooks





Tuesday	Learning Session 1	Introductions
October 8 th , 2024		Community Health Center, Inc./Weitzman Institute; the NTTAP team and faculty
1:00-2:30 pm Eastern		Team Introductions
10:00-11:30am Pacific		Role of the coach in a Learning Collaborative
90 minutes		 Program Drivers: building the case for a postgraduate residency program Developing a Mission/Vision Statement for the program Developing program goals and objectives Resource Assessment: Clinical and financial resources to support the program Support from Leadership/Board of Directors: How to present the case for a postgraduate residency program
Between Session 1 and Session 2	Team meetings	Agenda items for your meetings during this action period • Discuss the results of your team's Readiness to Train Assessment Tool and Organizational
		Readiness to Implement Change in light of the presentation in Session 1.
		Action Period Deliverables:
		List out key program drivers
		Draft your mission and vision statement
		Complete the Resource assessment
		Develop a draft presentation for leadership/board
		Coach Call Dates:
		Tuesday October 15 th
		Tuesday October 29 th
Tuesday	Learning Session 2	<u>Topics</u>
November 12 th , 2024		Overview of Program Structure
1:00-2:30 pm Eastern		Key Program Staff and Responsibilities
10:00-11:30am Pacific		Value of Academic Clinical Partnerships
90 minutes		Using Progress Checklist





Between Session 2 and Session 3	Team meetings	Action Period Deliverables:
Tuesday December 10 th , 2024 1:00-2:30 pm Eastern 10:00-11:30am Pacific 90 minutes	Learning Session 3	 Tuesday December 3rd Topics Preceptors, Mentors, and Faculty: Roles and Responsibilities Preceptor Panel Marketing and Recruitment Contracts/Agreements Reviewing Candidate Applications Interviewing and Selecting Candidates
Between Session 3 and Session 4	Team meetings	Action Period Deliverables: Continue to develop a draft presentation for leadership/board and present if possible Draft recruitment/marketing tool (press release, website update, etc.) Draft application Draft interview questions Continue to work on Progress Checklist Coach Call Dates: Tuesday December 17 th Tuesday January 7 th
Tuesday January 14 th , 2024 1:00-2:30 pm Eastern 10:00-11:30am Pacific 90 minutes	Learning Session 4 Zoom Link	 Topics Finances, Sustainability, and Return on Investment Program Policies and Procedures Curriculum Development



Tuesday February 11 th , 2024 1:00-2:30 pm Eastern 10:00-11:30am Pacific	Team meetings Learning Session 5	Action Period Deliverables: Draft didactic curriculum Continue to work on Progress Checklist Coach Call Dates: Tuesday January 21st Tuesday February 4th Topics Evaluation of the postgraduate residency program and Evaluation of the resident learner Orientation Graduation
90 minutes		Introduction to Accreditation by the <u>Consortium for Advanced Practice Providers</u>
Between Session 5 and Session 6	Team meetings	Action Period Deliverables: • Prepare presentation/showcase for Session 6; Send to: angersm@mwhs11.com Coach Call Dates: • Tuesday February 18 th • Tuesday March 4 th
Tuesday March 11 th , 2024 1:00-2:30 pm Eastern 10:00-11:30am Pacific 90 minutes	Learning Session 6	 Showcase Leaders from participating organizations will offer their perspectives on their teams' work in the Learning Collaborative
After the Learning Collaborative		 Coach Call Dates: Tuesday March 18th Action Period Deliverables: Submit Progress Checklist and completed/drafted deliverables Each team member, please complete the Post-Collaborative Evaluation Survey: As a team, please complete the Post-Collaborative Readiness to Train Assessment Tool (RTAT) Ask each team member to complete the Post-Collaborative Organizational Readiness to Implement Change (ORIC) If you are launching in Fall 2025, please reach out to schedule 1-on-1 calls as needed.
Check In Meeting		Date – To Be Determined; October (6 months post-learning collaborative)