



NATIONAL NURSE PRACTITIONER
RESIDENCY & FELLOWSHIP TRAINING
CONSORTIUM

TRACK ONE:

New Fellowship/Residency:
Program Planning, Launching and Support

Workshop 2:

Program Structure, Design and Content
of a 12-month Postgraduate Residency or Fellowship Training Program

Angela Forbes, BSN, MA, ARNP, Chief Clinical Officer | APP Fellowship Supervisor, Seattle Children's Hospital;
Nicole Seagriff, BSN, MSN, DNP, Community Health Center, Inc. NP Residency Clinical Program Director

Moderator: Charise Corsino, MA, Community Health Center Program Director, NP Residency Programs

Time: 1:20-2:10pm

Overview

- Structure and Design (20 minutes)
 - Program Mission, Goals, and Objectives
 - Core Program Components
 - Mapping out your schedule
 - Activity and Discussion
- Content (20 minutes)
 - Designing a Program for Your Practice
 - Competency Domains
 - Specialty Rotation Experiences
 - Activity and Discussion
- Q&A (5 minutes)

Learning Objectives

1. Participants will develop a deeper understanding about program structure, design and content
2. Participants will gain an understanding in competency-based, outcomes driven curriculum development
3. Participants will understand the relevance of the content in this session for their specific clinical learning environment

Accreditation Standards – always the core of planning

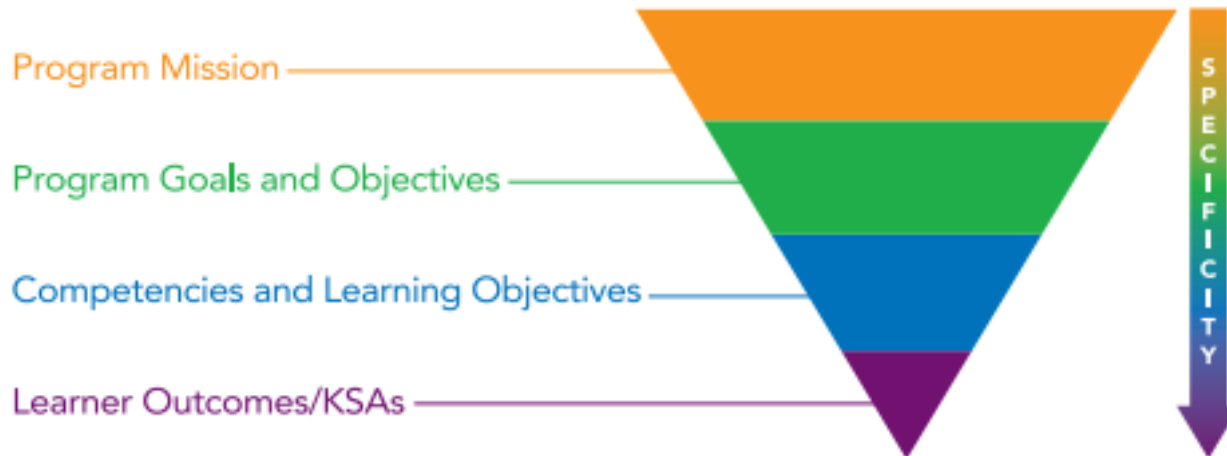
1. Mission, goals, and objectives
2. Curriculum
3. Evaluation
4. Program eligibility
5. Administration
6. Operations
7. Staff
8. Trainee services



Focus – Standard 1 and 2

Program Mission, Goals and Objectives

- Program Mission – Broad picture of the WHY a residency program
- Program Goals – Focus on what the program aims to achieve at its end point
- Program Objectives – How the program goals will be accomplished (specific and measurable)



Program Mission - Examples

Example 1 - To prepare independent, clinically competent Family Nurse Practitioners to provide high quality, cost-effective patient and family-centered primary care to diverse patient populations while improving health care access for underserved populations.

Example 2 - The Advanced Practice Provider (APPs) Fellowship program is to support newly graduated APPs in successfully entering their practice in a complex, highly collaborative pediatric setting.

Program Goals and Objectives: Example

CHCI NP Residency

Program Goals and Objectives

<p>Goal #1</p>	<p>EXPAND access to quality primary care for underserved and special populations and contribute to the primary care clinical workforce development by training new Nurse Practitioners in a FQHC-based residency program.</p>
<p>Objective(s) for Goal #1</p>	<ol style="list-style-type: none"> 1. Create capacity for 10 NP Residents assigned to 5 sites, each with a capacity to build and care for a panel of 300 patients/1000 visits 2. Retain approximately 80% of residency alumni in primary care

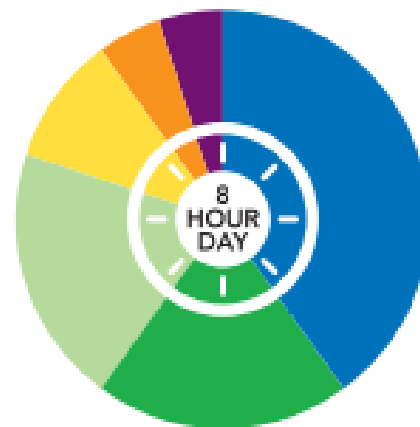
Program Goals and Objectives: Examples

- Program Goal
 - Support the achievement of growth in all domains of competence by offering challenging clinical rotations and allowing the fellow to practice hands on care for patients in collaboration with all members of the health care team in a variety of clinical settings.
- Program Objectives (supporting the goal)
 - Fellows will complete 2 eight week rotations on inpatient resident teams, 3 eight week Core Rotations and 2 four week electives
 - Fellows will learn from physicians, APPs, and other team members
 - Fellows will complete area specific pre-study materials for each rotation.

Overall Structure and Key Components

NP Residency Program Structure

Direct Clinical Activities	Indirect Clinical Activities	Staff	Resources	Community and Professional Development
<ul style="list-style-type: none"> • Precepted clinic • Mentored clinic • Specialty rotations • Procedural trainings 	<ul style="list-style-type: none"> • Didactic sessions • QI seminar • Project ECHO • Reflective journal • Portfolio • On-call • Quality committees (QI, IC, P&T) 	<ul style="list-style-type: none"> • Preceptors • Mentors • Faculty for presentations • Primary care team • Clinical leaders 	<ul style="list-style-type: none"> • Home base clinic • Patients • Physical space • Equipment • Technology 	<ul style="list-style-type: none"> • Professional meetings • Legislative activities • Community service • Social/recreational/cultural activities • Social networking with peers



- **40%** Precepted Clinic
- **20%** Specialty Clinic
- **20%** Mentored Clinic
- **10%** Didactic
- **5%** Project ECHO®
- **5%** QI Seminar

Core Program Components

- 12 months, full time employment
 - Full integration into all aspects of the organization
 - Continuous training to clinical complexity and a high performance model of care:
(team-based, inter-professional collaboration, fully integrated with behavioral health, continuous healing relationship with PCP, data driven quality improvement and expert use of technology)
- 1) **Precepted Core or Continuity Rotations (40%);** residents develop and manage their own panel of patients with the exclusive attention of an expert preceptor NP, physician, or PA
 - 1) **Specialty Rotations (20%);** Experience in specialty areas that are most commonly seen in the practice setting to expand trainee knowledge and skills.
 - 2) **Mentored Clinics (20%);** Focused on diversity of chief complaints, efficiency, episodic and acute care working within a primary care team
 - 3) **Didactic Sessions (15%);** High volume/complexity/risk/burden topics. Includes participation in Project ECHO sessions for managing chronic pain, treating HIV, Hepatitis C, and opioid addiction
 - 4) **Quality Improvement Training (5%);** Training to a high performance QI model, including front line QI improvement, data driven QI, and leadership development.

Mapping out your Schedule – A Week

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Specialty OR Mentored Clinic *	Specialty OR Mentored Clinic *	Precepting: Preceptor 1	Monthly meeting Project ECHO or QI	Precepting: Preceptor 3
PM	Specialty OR Mentored Clinic *	Specialty OR Mentored Clinic *	Precepting: Preceptor 2	Didactic	Precepting: Preceptor 4

** Specialty rotation may occur on either Monday OR Tuesday depending on the rotation. The alternate day will be mentored clinic.*

Mapping out your Schedule – A Month

Monthly Schedule					
	Monday	Tuesday	Wednesday	Thursday	Friday
		1	2	3	4
AM		Dermatology	Precepted Clinic	9–11 Admin 11–1 Pain ECHO	Precepted Clinic
PM		Dermatology	Precepted Clinic	2–5 Didactic	Precepted Clinic
	7	8	9	10	11
AM	Mentored Clinic	Dermatology	Precepted Clinic	9–11:30 Admin	Precepted Clinic
PM	Mentored Clinic	Dermatology	Precepted Clinic	12–1:30 QI 2–5 Didactic	Precepted Clinic
	14	15	16	17	18
AM	Mentored Clinic	Dermatology	Precepted Clinic	9–10:30 Monthly Program Meeting 11–1 Pain ECHO	Precepted Clinic
PM	Mentored Clinic	Dermatology	Precepted Clinic	2–5 Didactic	Precepted Clinic
	21	22	13	24	25
AM	Mentored Clinic	Dermatology	Precepted Clinic	9–11:30 Admin	Precepted Clinic
PM	Mentored Clinic	Dermatology	Precepted Clinic	12–1:30 QI 2–5 Didactic	Precepted Clinic
	28	29	30		
AM	Mentored Clinic	Mentored Clinic	Precepted Clinic		
PM	Mentored Clinic	Mentored Clinic	Precepted Clinic		
Dermatology Specialty Rotation—Main Street, Middletown, CT					

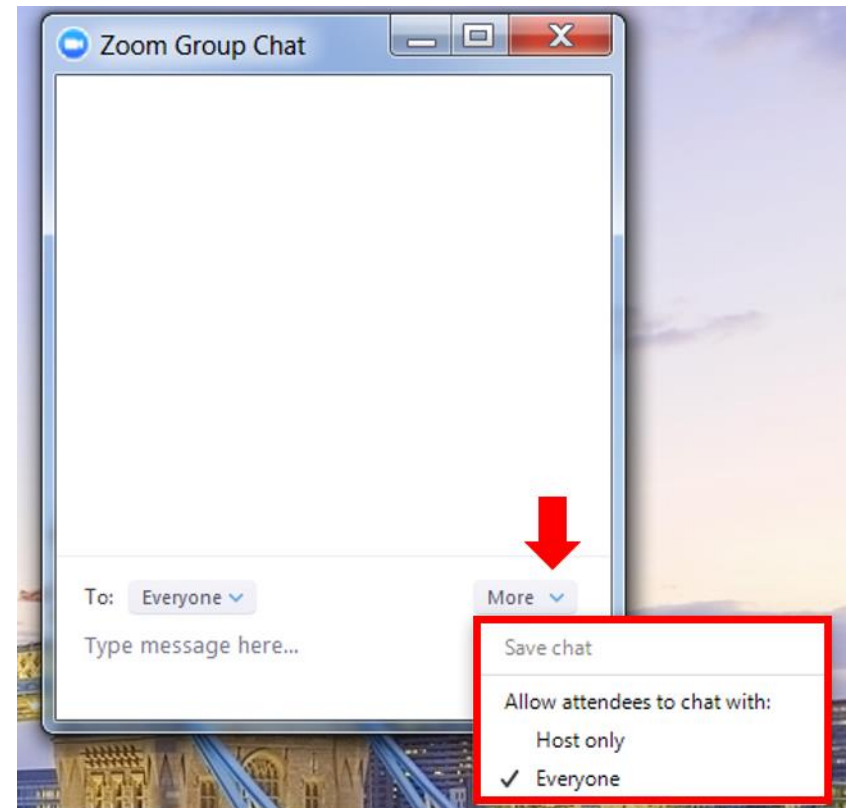
Activity

- Brainstorm a key program goals for your new program
- For your program goal – come up with 2 to 3 specific program objectives



Discussion

Share your brainstorm ideas of program goals and objectives in the chat box



Content

1. Designing a Program for Your Practice
2. Competency Domains
3. Specialty rotation experiences
4. Activity and Discussion

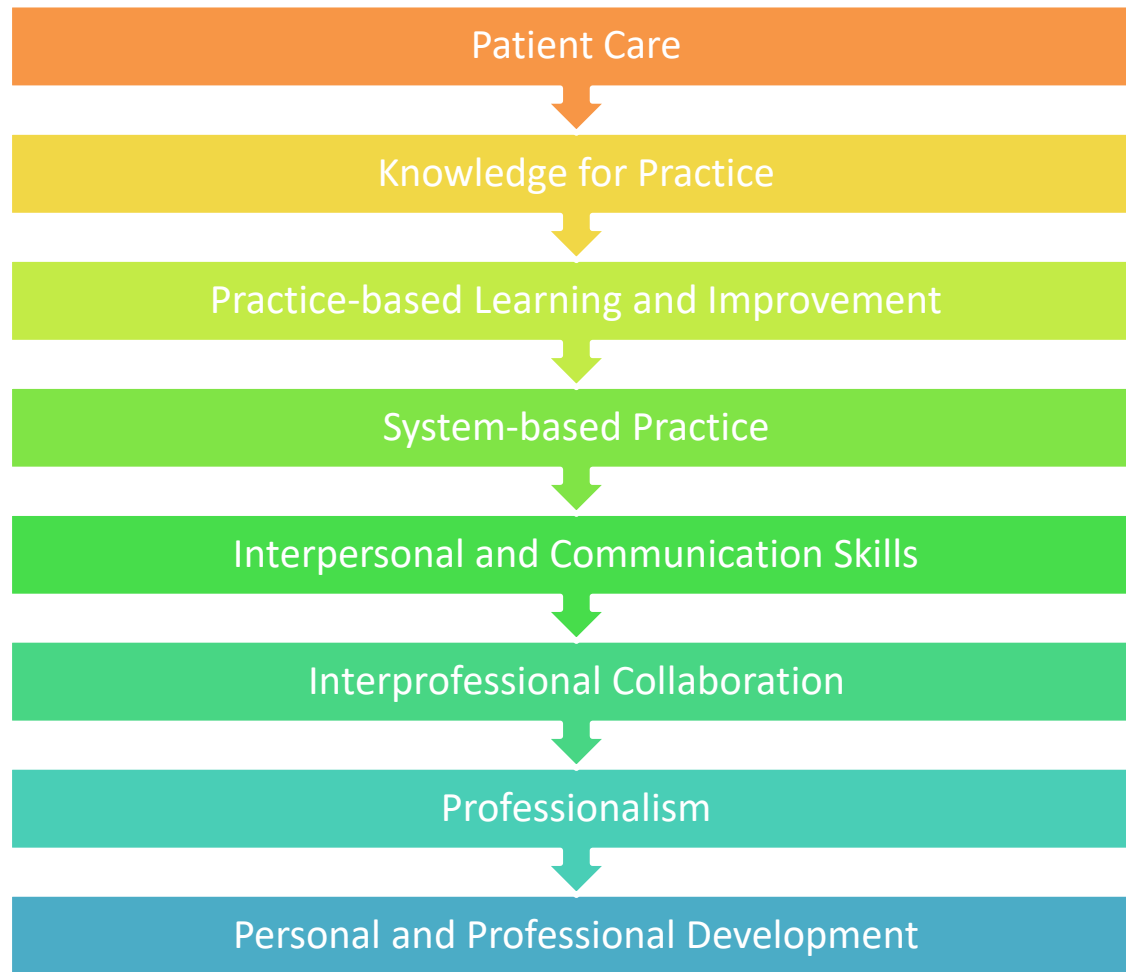


Designing a Program for Your Practice

- The design of your program is built upon your practice setting, model of care, and patient population
- Each program should uniquely reflect the setting in which the program will operate
- Build a program to train for the needs of a future workforce in your organization

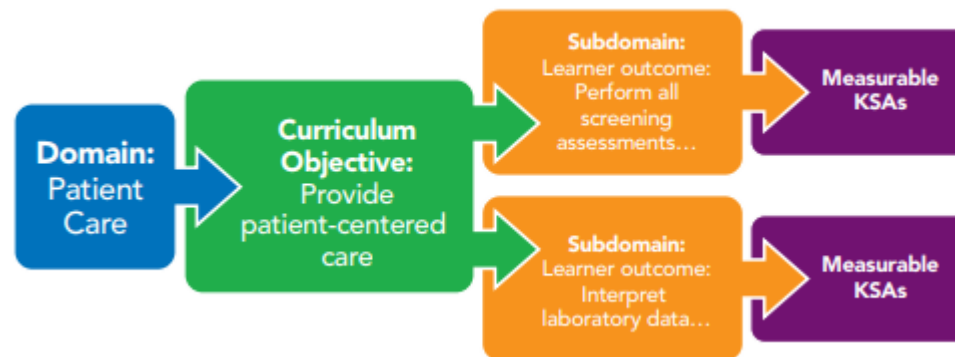


Competency Domains



Competency Domains

- Use competency domains to develop:
 - Curriculum Objectives
 - Subdomains
 - Measurable Knowledge, Skills and Attitudes



Define Curriculum Objectives



- Core Clinical Skills
 - Practice skills – example: conducting e-consults
 - Common Diagnoses – example: diabetes
 - Age ranges – example: newborn
 - Clinical procedures – example: IUDs
- Other knowledge, skills and attitudes
 - Specific knowledge, skills or attitudes that are essential for successful practice in your setting
 - Interprofessional collaboration

Curriculum Objectives: Example

Competency Domain 1: Patient Care

Competency Domain 1. Patient Care

Performs comprehensive history and physical exam

Develops pertinent differential diagnosis

Orders age appropriate preventative screening tests
based on current guidelines (i.e. cancer, STI)

Orders appropriate diagnostic tests pertinent medical conditions

Orders appropriate consults and e-consults

Orders appropriate medications

Performs comprehensive medication review and reconciliation

Maintains comprehensive clinical documentation

Curriculum Objectives: Example Competency Domain – Inter-Professional Collaboration

APP fellows start out as the only APP on an inpatient teaching team. They function like a physician intern and are learning directly from physicians. Inter professional collaboration is highly valued at SCH and intertwined in all aspects of the didactic and clinical curriculum.

Specialty Rotation Experiences

- Determine rotation experiences that will enhance your trainee’s clinical and professional practice
 - Clinical specialty area experiences outside of trainee’s regular practice
 - Community-based rotations to enhance coordination of care
 - Number and length of rotations are determined by the program



Specialty Rotation Experiences - Considerations

- Start by identifying the desired rotations
- Think about which rotations you are able to accommodate within your practice
- Start by scheduling trainees for your internal specialty rotations first
- Identify rotations that will need to be accommodated externally
- Determine existing and needed partnerships – tap into your network!
- Visit the site, create an agreement, schedule rotations for later in the program year

Specialty Rotation Experiences - Example

Core Rotations (4 full days)

Dermatology

Orthopedics

Adult Psychiatry

Child Psychiatry

Women's Health

Healthcare for the Homeless

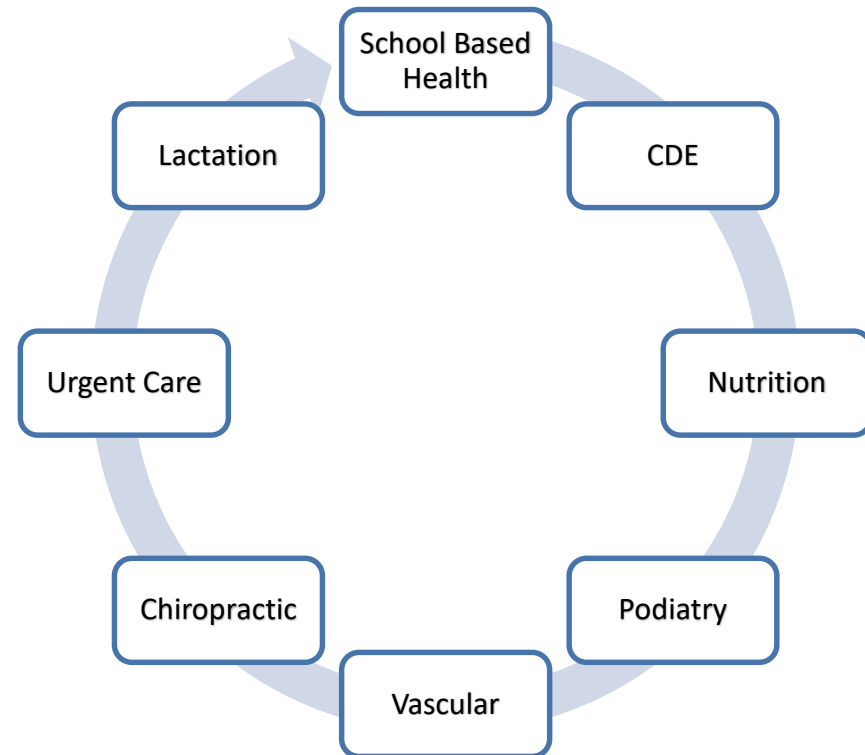
Newborn Nursery

Pediatrics

Geriatrics

HIV/Hep C

Mini Rotations (1-4 sessions) Based on NP resident interest



Specialty Rotation Experiences - Example

Core Rotations (4-5 full days)

Gynecology

Orthopedics

Neurology

Gastroenterology

Dermatology

Rheumatology

ENT

Infectious Disease/HIV

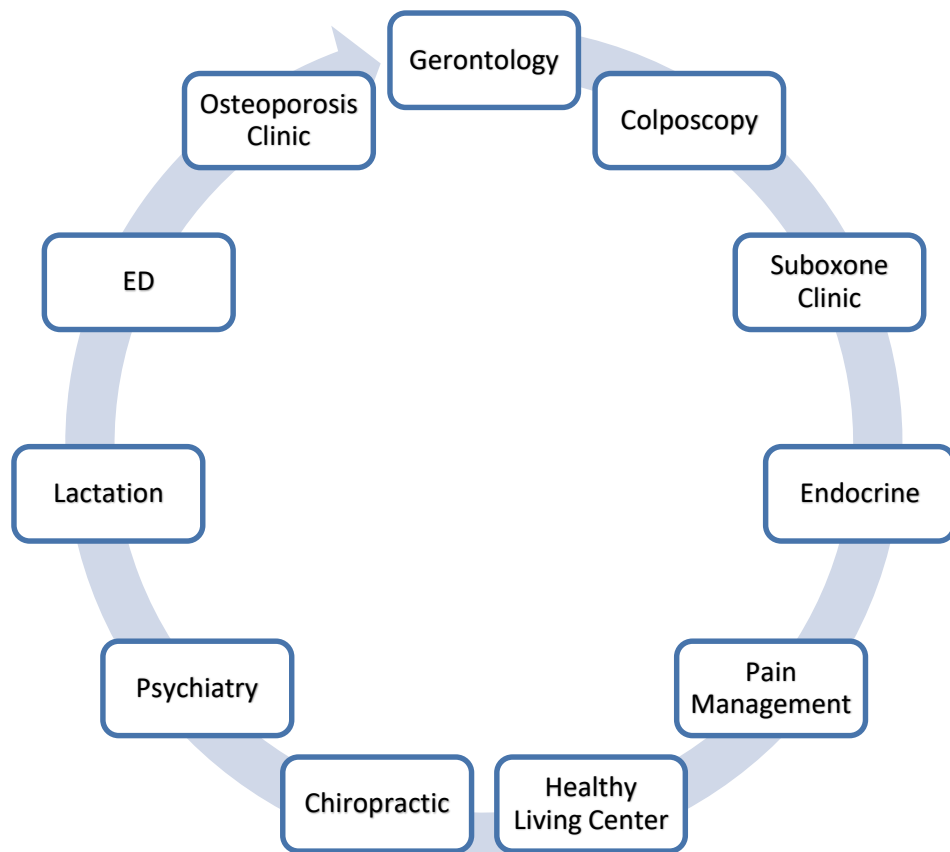
Urology

Pediatrics

Cardiology

Community (drug court, MH court, STD clinic)

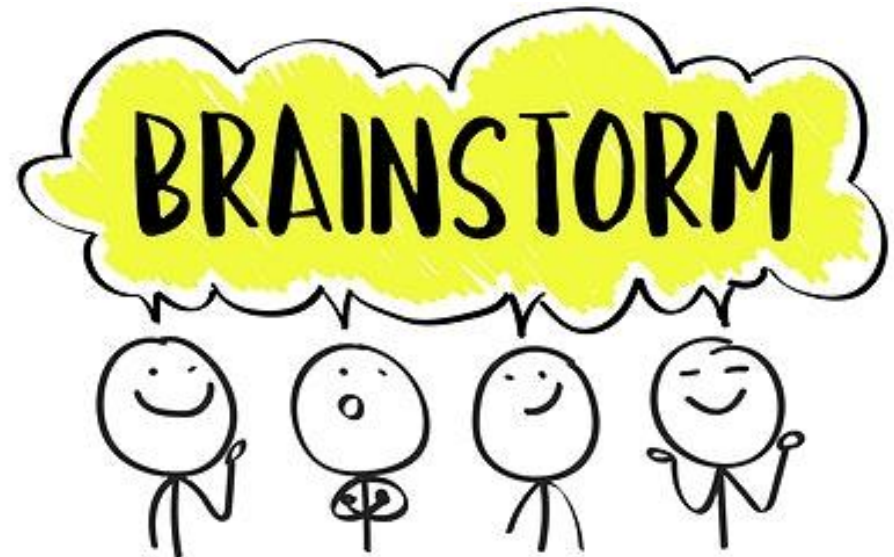
Mini Rotations (1-4 sessions) Based on NP resident interest



Activity

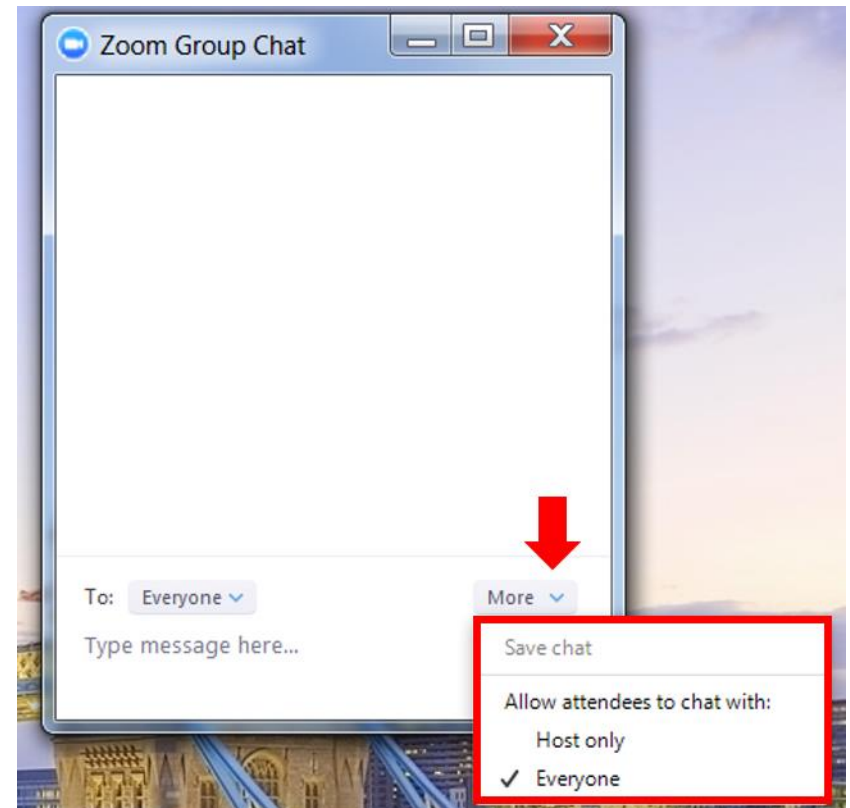
Brainstorm:

- What specialty rotation experiences would be most beneficial for your program and trainees?
- Which experiences could you accommodate internally within your practice?
- Which experiences would you need to do externally from your practice?
 - Current partnerships to tap into?
 - New partnerships to develop?



Discussion

Share your brainstorm ideas of potential or desired specialty rotations in the chat box





Q&A