

PRIMARY CARE TRAINING ENHANCEMENT PROGRAM

Awardee Profile: Colorado Center for Nursing Excellence

Organization	Colorado Center for Nursing Excellence
Principal Investigator	Karren Kowalski, Ph.D. karren@coloradonursingcenter.org 303-715-0343
Partners	<ul style="list-style-type: none"> • A consortium of four accredited DO/MD/PA education programs (The University of Colorado School of Medicine, University of Colorado Physician Assistant Program, Red Rocks Physician Assistant Program, and Rocky Vista University College of Osteopathic Medicine) • Colorado Community Health Network • 22 community health centers • Additional Partners: Colorado accredited Schools of Nursing providing advanced degrees for Nurse Practitioner students (The University of Colorado School of Nursing, The University of Colorado – Colorado Springs School of Nursing; Regis University, Colorado State University, Colorado Mesa University, and University of Northern Colorado)

PROJECT OVERVIEW

Trainee Group(s) and Discipline(s) Targeted

- Advanced practice students: physician assistant, advanced practice registered nurse
- Medical and predoctoral students
- Preceptors
- Practicing physicians
- Practicing physician assistants
- Practicing advanced practice registered nurses
- Other: interprofessional clinical team members from federally qualified health centers

Primary project objectives

- Increase the effectiveness of at least 125 PCTE practitioners plus an estimated 235 IP team members in at least 10 clinics serving rural and underserved communities across Colorado.
- Improve the safety and quality of care provided to patients by a minimum of 5% in at least two quality-related Uniform Data System scores.
- Improve clinic patient satisfaction scores of participating teams by 5% between baseline and end of each program year scores.
- Implement a project quality evaluation advisory committee.
- Improve PCTE practitioner job satisfaction as measured by intent to leave.
- Provide leadership development skills and knowledge to 175 students through IPCP team leadership course.
- Introduce 450 PCTE students to basic concepts of effective IPCP team operations.
- Increase 75 clinical educators' IPCP and team-related knowledge.



EVALUATION OVERVIEW

Evaluator contact information **Mary Siegrist, Ph.D., RHIA**
Mary.Siegrist@imsaconsulting.org
303-593-1201

HRSA Priority Outcomes

- Rate of graduates/program completers practicing in underserved areas, at least 1 year after program completion.
- Patient service provided by trainees and faculty at participating PCTE clinical training sites.
- Quality of care provided by trainees and faculty at participating PCTE clinical training sites.

Measures and Tools

- Improved safety and quality of care provided to patient as measured by baseline and ongoing FQHC UDS tracking for a minimum of two measures, selected by participating teams (e.g., A1C levels in diabetic populations; blood pressure controlled)
- IPCP-based competencies including knowledge, skills, and confidence related to working in teams as measured by the Interprofessional Collaborative Competencies Attainment Survey (ICCAS) pre- and post-IPCP questionnaire
- Patient satisfaction by existing FQHC survey tools, assessment measures, and longitudinal study
- Provider satisfaction by the Intent-to-Leave Questionnaire and as one-on-one interviews or focus groups
- Graduates serving Medically Underserved Communities

ABSTRACT

As submitted with proposal

This four-part collaborative project will work with over 850 DO/MD/PA/APRN FQHC primary care providers and DO/MD/PA/APRN students over a five year period to help prepare them to lead and support the process of improving health care system access, quality of care, and cost effectiveness. The overall focus is on the development of IPCP (Interprofessional Collaborative Practice) competencies and skills in FQHC providers and DO/MD/PA/APRN students as measured by a structured set of evaluation measures such as selected UDS measures, improvement in IPCP team performance and the acquisition defined of team operation competencies.

The Colorado Center for Nursing Excellence is the facilitator of the program and works with a consortium of four accredited DO/MD/PA education programs, the Colorado Community Health Network (State Primary Care Association) and 22 Community Health Centers (CHCs) and all the Colorado-based graduate nursing programs developing advanced practice nurses for primary care. Colorado CHCs provide a health care home for 650,000 low income residents. The four elements of this statewide PCTE Collaborative Project are:

- 1. Building Skills for Effective Teams**, a year-long program of IPCP team skills development for FQHC-based DDS/DO/MD/PA/APRNs and their teams working in at least 10 clinics serving rural and underserved communities across Colorado. These teams will receive four 2 ½ day workshops per year supported by group coaching throughout the year plus a final capstone project focused on improving UDS quality measures, patient and employee satisfaction (125 provider participants over five years).
- 2. Introduction to IPCP Team Skills for Students**, a two-day IPCP team skills workshop with a heavy experiential component for DO/MD/PA/APRN students. The program focuses on developing the soft skills related to emotional intelligence, communication, civility and understanding personalities within teams. To integrate learning, students participate in a guided high-ropes, outward-bound experience focused on developing self and team trust essential for effective IPE teams and valuing the strengths and contributions of each team member (450 students over five years).

ABSTRACT

Continued

3. **IPCP Team Leadership Seminar for Students**, comprised of multiple one-day seminars for MD/DO/PA/APRN students focused on providing skills and knowledge about how to effectively lead IPCP teams. Students participate in self-awareness and reflective practice exercises intended to support growth of their leadership. Together the IPCP students explore strategies for building and leading teams to address social determinants of health within community health settings. (175 students over five years).
4. **IPCP Clinical Educator/Faculty Workshop**, has evolved to a web-based workshop for new and existing Clinical Educators (Preceptors), to increase their IPCP team related knowledge and skills and their ability to provide support to students in their clinical rotations (100 faculty over five years).

We believe that the innovative and highly collaborative design of this high-volume, high-impact, multi-institution statewide project focused on building capacity to implement IPCP healthcare practices in underserved communities and education capacity in schools has the potential to be replicated in other locations. The four programs will work with multiple professions, providing several thousand hours of IPCP team-focused training and 1:1/group coaching to practicing FQHC DDS/DO/MD/PA/APRNs, professional school students and clinical faculty educators.