Transforming Primary Care and Enhancing Curriculum: Mapping, Recommendations, Resources

Beth Ann Swan

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Primary Care Modules

➢ Reviewed 11 primary care modules
➢ Mapped 11 primary care modules to *The Essentials: Core Competencies for Professional Nursing Education* (AACN, 2021)
➢ Examine specific knowledge, skills, and attitudes required for the practice of professional nursing in primary care
➢ Examine best practice education strategies for teaching the intersection of primary care and population health

Primary Care

➢ Hallmark of most healthcare reform models in the United States.
➢ RNs lead primary care visits and interprofessional teams.
➢ RNs play pivotal roles in designing and implementing new care delivery models such as: behavioral and physical health integration, patient centered medical homes (PCMHs), accountable care organizations (ACOs), and emerging payor-based care delivery initiatives.

Primary Care

➢ Effective primary care supports achieving the quadruple aim:
  ✓ improving the care experience for individuals,
  ✓ improving individual health,
  ✓ improving the work life of healthcare providers,
  ✓ reducing costs.
➢ *One essential component of effective primary care is the role of registered nurses (RNs).*

Profession of Nursing

➢ RNs connect and integrate individuals with providers and services.

➢ RNs work to optimize individuals' clinical and functional status, as well as self-care management with the goal of improving outcomes and containing healthcare costs.

➢ RN led primary care and population health is often aligned with quality, safety, payor, and healthcare reform initiatives, placing RNs in a role that is central to healthcare delivery across the care continuum.

Curriculum Map

• Guided by *The Essentials: Core Competencies for Professional Nursing Education* (AACN, 2021)
• Domains
• Concepts
• Competencies
• Sub-Competencies
• Spheres of Care

Four Spheres of Care

*Ten Domains/
Eight Concepts*

*Entry Level &
Advanced Level
Competencies/
Sub-Competencies*
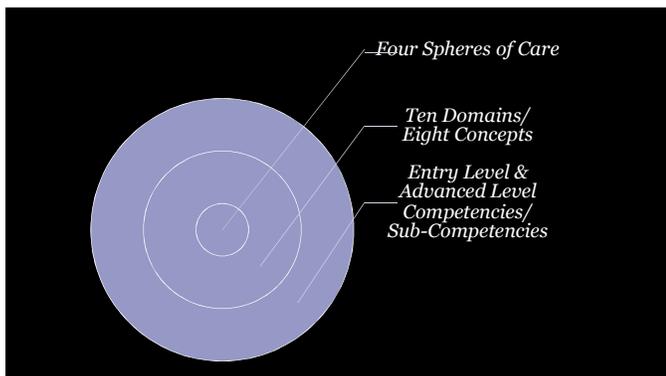
The Essentials: Core Competencies for Professional Nursing Practice (AACN, 2021)

Four Spheres of Care:
1) Wellness, disease prevention, 2) Chronic Disease Management, 3) Regenerative/Restorative Care, 4) Hospice/Palliative Care

Domains	Clinical Judgement	Communication	Compassionate Care	Determinants of Health	Diversity, Equity, and Inclusion	Ethics	Evidence-based Practice	Health Policy
1. Knowledge for Nursing Practice								
2. Person-Centered Care								
3. Population Health								
4. Scholarship for Nursing Practice								
5. Quality and Safety								
6.Interprofessional Partnerships								
7.System-Based Practice								
8. Information and Healthcare Technologies								
9. Professionalism								
10. Personal, Professional, and Leadership Development								

Level 1: Entry-Level Professional Nursing Education (Core Sub-Competencies)
Level 2: Advanced-Level Nursing Education (Core Sub-Competencies & Specialty Requirements/Competencies)

Spheres of Care

➢ *Wellness, Disease Prevention: Community/Public Health*
➢ *Chronic Disease Management: Population Health*
➢ *Hospice/Palliative Care*
➢ *Regenerative/Restorative Care (acute exacerbations of chronic conditions)**

Domain

Domain #3: Population Health
Descriptor: "Population health spans the healthcare delivery continuum from public health prevention to disease management of populations and describes collaborative activities with both traditional and non-traditional partnerships from affected communities, public health, industry, academia, health care, local government entities, and others for the improvement of equitable population health outcomes."

Concepts and Competencies

Competencies	Concepts
3.1 Manage population health.	• Concepts: Clinical Judgment; Compassionate Care; Ethics
3.2 Engage in effective partnerships.	• Concept: Communication
3.3 Consider the socioeconomic impact of the delivery of health care.	• Concepts: Determinants of Health; Diversity, Equity, and Inclusion
3.4 Advance equitable population health policy.	• Concepts: Health Policy; Ethics; Evidence-Based Practice
3.5 Demonstrate advocacy strategies.	• Concepts: Communication; Clinical Judgment
3.6 Advance preparedness to protect population health during disasters and public health emergencies.	• Concepts: Clinical Judgment; Ethics

Curriculum Mapping

Begin with Definitions:
➢ Primary Care
➢ Population Health

Modules

Courses

Curriculum Mapping

- Definitions guide organization of content
- Organize content to progressively build across the courses
- Consider integrating primary care/population health concepts vertically (within a semester)and/or horizontally (across semesters)
- Engage students in meaningful ways, applying content beyond individual modules and individual courses

Curriculum Mapping

- Commitment and importance of content needs to be embraced by faculty
- Commitment and importance of content needs to be demonstrated to students
- Mutually beneficial: what's in it for practice and community partners

Best Practice Education Strategies for Teaching Primary Care

- Complex healthcare system is placing new challenges on healthcare providers in the 21st century.
- Demands require a new education paradigm.
- Supported by national reports and initiatives and recognized in the lay business press.
- Robert Wood Johnson Foundation (RWJF) Research Brief describes *Nursing in a Transformed Health Care System, New Roles, New Rules*.
- Trends in healthcare and nursing practice must be considered when educating new nurses.

Best Practice Education Strategies for Teaching Primary Care

- Nurse educators are accountable to keep nursing education responsive to the ever-changing healthcare delivery environment.
- The changing context of healthcare delivery requires focusing on primary care, population health and social determinants, providing interprofessional, team-based care, advancing innovation, and preparing practice ready nursing graduates.

Best Practice Education Strategies for Teaching Primary Care

➢Radically shifts the paradigm from caring for patients to caring for people.
➢Transforms from a diseased-based, acute care focused curriculum to one promoting a culture of health and multiple new and emerging roles of registered nurses.

Best Practice Education Strategies for Teaching Primary Care

➢Structuring education strategies to effectively manage the growing day-to-day care demands while implementing broader are coordination and population health strategies.
➢Creating opportunities for learners to experience care processes that simultaneously improve care and nurse (provider) satisfaction while lower cost of care delivery.
➢Leveraging technology and care model innovations to support changes in educational opportunities.

Best Practice Education Strategies for Teaching Primary Care

➢Didactic
➢Simulation
➢Clinical
➢Experiential Learning
➢Service Learning

Didactic

➢*The Essentials: Core Competencies for Professional Nursing Education* (AACN, April 6, 2021)
➢Domains
➢Concepts
➢Spheres of Care
➢Level 1 Competencies/Sub-Competencies: Entry Level Professional Nursing Education
➢Level 2 Competencies/Sub-Competencies: Advanced Level Nursing Education
➢***Linkage with Primary Care and Population Health***

Simulation

- *The Essentials: Core Competencies for Professional Nursing Education* (AACN, April 6, 2021)
- Domains
- Concepts
- Spheres of Care
- Level 1 Competencies/Sub-Competencies: Entry Level Professional Nursing Education
- Level 2 Competencies/Sub-Competencies: Advanced Level Nursing Education
- ***Linkage with Primary Care and Population Health***

- Provide RNs with additional training in primary care skills, so they can make more clinical decisions.
- Empower RNs to make more clinical decisions, using standardized procedures.
- Employ RNs' skills to care-manage patients with complex health care needs.
- Implement RN-led new-patient visits to increase patient access to care.
- Offer patients co-visits in which RNs conduct most of the visit, with providers joining in at the end.
- Provide patients with RN-led chronic care management visits.

Clinical Opportunities

- DEUs in Ambulatory Care
- Practice-Based Learning (coordinating care in acute and ambulatory care)
- Care Coordinator RN Role
- CCTM RN Role
- Central Call Centers
- Practice-Based Call Centers
- Virtual Health
- Mobile Health
- Longitudinal Plans of Care
- Community-based Care
- Continuum of Care (Before and After)

Clinical Opportunities

- Provide RNs with additional training in primary care skills, so they can make more clinical decisions.
- Empower RNs to make more clinical decisions, using standardized procedures.
- Employ RNs' skills to care-manage patients with complex health care needs.
- Preserve the traditional RN role and focus on training MAs and LVNs to take on new responsibilities.

Reprinted with permission from "RN role reimagined: How empowering registered nurses can improve primary care," by T. Bodenheimer et al., 2015, *California Health Care Foundation*.

Clinical Opportunities

- Implement RN-led new-patient visits to increase patient access to care.
- Offer patients co-visits in which RNs conduct most of the visit, with providers joining in at the end.
- Deploy RNs as "tactical nurses."
- Provide patients with RN-led chronic care management visits.

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Experiential Learning

➢PCMH
➢ACOs
➢Population Health Management
➢Risk Stratification
➢Registries
➢Data Science
➢Creating Solutions

Service Learning

➢Hotspotting Opportunities
➢Community-Based Organizations
➢Community Development Corporations
➢Health Coaching
➢Mobile Screening

Implications

➢Properly prepared
➢Working to the full scope of education and licensure
➢RNs are positioned to practice as members of interprofessional teams in enhanced roles across the care continuum

Implications

➢Payments tied to value through alternative payment and care delivery models.
➢New care delivery models require RNs (and all members of the health workforce) to examine new roles and care delivery settings.
➢RN roles in ambulatory care and across the continuum of care.

Selected Peer-Reviewed Publications

Resources: National Reports

Implementing High-Quality Primary Care
National Academies of Science, Engineering, and Medicine
May 4, 2021
Power Point Slides (provided as attachment)

Resources: National Reports

The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity
National Academy of Medicine
May 2021
Focus: Valuing Community and Public Health Nursing

Resources: National Reports

Registered Nurses: Partners in Transforming Primary Care
Josiah Macy, Jr. Foundation
June 2016
Focus: Preparing RNs for Enhanced Roles in Primary Care

Resources: National Reports

Population Health Models and the Profession of Nursing
Campaign for Action
Robert Wood Johnson Foundation
AARP Foundation
February 2020

Resources: National Reports

Population Health and the Future of Nursing
Campaign for Action
RWJF, AARP Foundation
February 2020

Resources: National Reports

Catalysts for Change: Harnessing the Power of Nurses to Build Population Health in the 21st Century
Robert Wood Johnson Foundation
March 8, 2018

Resources

Core Competencies for Frontline Complex Care Providers (October 27, 2020)

Camden Coalition

The National Center for Complex Health and Social Needs