

EL RIO

APRN RESIDENCY PROGRAM

Programmatic Structure, Design and Content of a Postgraduate Training Program





PROGRAM MANAGEMENT

Program Management Team

❖ **Program Director**

- ❖ Responsible for planning, directing, and overseeing the operations and fiscal health of the (department, business unit division or operating unit) within the organization
- ❖ Responsible to direct and monitor assigned staff and projects to accomplish goals for the APP Postgraduate Training Program Program and Organizational Goals

❖ **Clinical Lead**

- ❖ Responsible for contributing to the clinical oversight of the postgraduate residency program
- ❖ Helps the APP residents in their role as learners and participates in the delivery of key program curriculum components
- ❖ Provides clinical and administrative guidance and lends key input into program structure and design to support the Residency Program Director with development and achievement of program goals and objectives
- ❖ Serves as Residency Program Director back-up in times of absence

❖ **Program Coordinator**

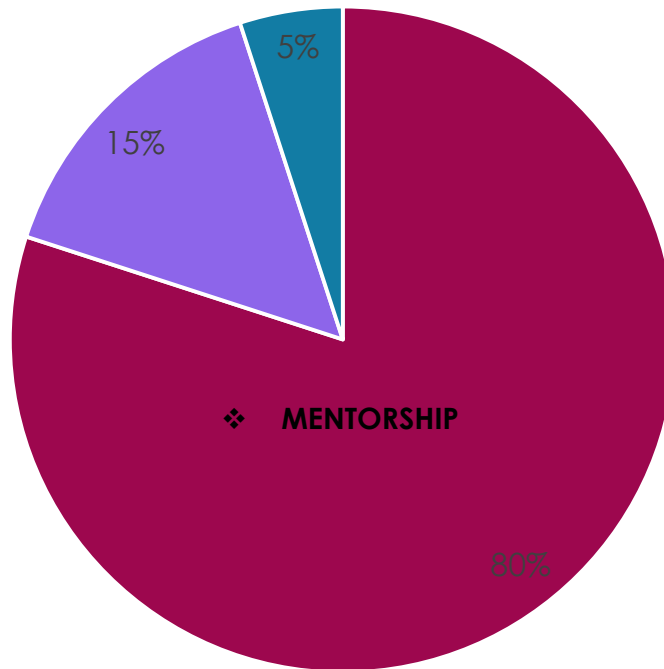
- ❖ Directs all day-to-day administrative operations for all tracks of the APP Postgraduate Training Program Program
- ❖ With Program Director, coordinates all aspects of residency recruitment, marketing, project development and implementation
- ❖ Ensures compliance with the Accreditation standards
- ❖ Participates in the creation, management, and reconciliation of the APP Postgraduate Training Program Program annual budget
- ❖ Completes, in collaboration with the APP Postgraduate Training Program Program Director and Director of Grants Management, all annual reporting required for the program grant
- ❖ Provides cohesiveness and fluidity to the APP Postgraduate Training Program Program and its various future tracks, as appropriate
- ❖ Lends key input into program structure and design
- ❖ Acts as first line of communication for incoming and current residents for all onboarding, credentialing, scheduling, or other administrative issues



CURRICULAR STRUCTURE

Program Components

- Direct Clinical Activities
- Indirect Clinical Activities
- Quality Improvement Activities



Direct Clinical Activities

- ❖ Family Practice Continuity Clinic
- ❖ Pediatric Continuity Clinic
- ❖ Specialty Clinics
- ❖ Mentor Clinics

Indirect Clinical Activities

- ❖ Didactics
- ❖ Self-Directed Learning
- ❖ Project ECHO Pain

Quality Improvement Activities

- ❖ QI Didactic Learning
- ❖ QI Groups Participation
- ❖ Presentations of QI Experience



CURRICULAR DETAILS

❖ Continuity Clinic Ramp-up

- ❖ Quarter 1 – 8 patients per day
- ❖ Quarter 2 – 14 patients per day
- ❖ Quarters 3 & 4 – 18 patients per day

❖ Schedule Templates

- ❖ Newborn
- ❖ Telehealth
- ❖ New Patient
- ❖ Same Day
- ❖ Pre-Scheduled

❖ Extra Opportunities

- ❖ Joint Injection Clinic
- ❖ Teen Clinic
- ❖ Ophthalmology Clinic

❖ Specialty Clinic Details

- ❖ Special Populations (HIV/HEPC)
- ❖ Internal Medicine/Geriatrics
- ❖ Women's Health
- ❖ Sports Medicine
- ❖ Newborn Nursery
- ❖ Outreach
- ❖ Integrative Pain
- ❖ Medication Assisted Treatment
- ❖ Adult Psychiatry
- ❖ Pediatric Psychiatry
- ❖ Dermatology
- ❖ Rural Health Elective Rotation

❖ In-Direct Clinical Activities

- ❖ 8-hour MAT Waiver Training
- ❖ Reach-out-and-Read
- ❖ 1st SMILES
- ❖ On-Line Dermatology Module
- ❖ Pre-readings
- ❖ IHI Quality Improvement Modules
- ❖ MAVEN Project
- ❖ QI Work



SCHEDULE DESIGN AND MANAGEMENT

May 8-June 4	Monday	Tuesday	Wednesday	Thursday	Friday
Blake Porter	Sports Medicine	Peds/Mentor	CC	Didactics AM/Admin PM	CC
Sharon Barefoot	Internal Med/Geriatrics	Peds/Mentor	CC	Didactics AM/Admin PM	CC
Andrew Petrak	CC	CC	Dermatology	Didactics AM/Admin PM	Mentor/Peds
Rachel Heath	CC	CC	Adult Psych	Didactics AM/Admin PM	Mentor/Peds
Awungcha Nkemzi	Women's Health	CC	CC	Didactics AM/Admin PM	Peds/Mentor
Justin Shear	Rural Health	CC	CC	Didactics AM/Admin PM	Peds/Mentor
Amy B.-Rosene	CC	Mentor/Peds	Admin AM/MAT PM	Didactics AM/MAT PM	CC
Morgan Brady	CC	Mentor/Peds	Peds Psych	Didactics AM/Admin PM	CC
START OF QUARTER 4					
June 5-July 2	Monday	Tuesday	Wednesday	Thursday	Friday
Blake Porter	CC	CC/Peds	Admin AM/MAT PM	Didactics AM/MAT PM	CC
Sharon Barefoot	CC	CC/Peds	Peds Psych	Didactics AM/Admin PM	CC
Andrew Petrak	Sports Medicine	Peds/CC	CC	Didactics AM/Admin PM	CC
Rachel Heath	Internal Med/Geriatrics	Peds/CC	CC	Didactics AM/Admin PM	CC
Awungcha Nkemzi	CC	CC	Pain	Didactics AM/Admin PM	Peds/CC
Justin Shear	CC	CC	Adult Psych	Didactics AM/Admin PM	Peds/CC
Amy B.-Rosene	Women's Health	CC	CC	Didactics AM/Admin PM	CC/Peds
Morgan Brady	Special Populations	CC	CC	Didactics AM/Admin PM	CC/Peds



SCHEDULE DESIGN AND MANAGEMENT

26	27	28	29	30		
Continuity Clinic	Blake Porter - PTO AM/Pham PM (G&D) - Template Sharon Barefoot - Schaub (G&D) - Template B Awungcha Nkemzi - Potter/Pham (G&D) - Template A Justin Shear - Potter/Pham (G&D) - Template B Barefoot PTO Rothermal - PTO Blake Porter - PTO AM	Andrew Petrak - Carter - Template A Rachel Heath - Carter - Template B Awungcha Nkemzi - Potter/ Pham remote - Template A Justin Shear - Potter/ Pham remote- Template B Amy Rosene - PRECEPTOR - Template A Morgan Brady - PRECEPTOR - Template B *Note: Lunch & Learn with Dr. Schwager Rothermal - PTO Barefoot PTO	Andrew Petrak - Schaub (G&D) - Template B Rachel Heath -Closed AM/PM Baynes Teen TH Amy Rosene - Potter(G&D) - Template B Morgan Brady - Potter (G&D) Template A Potter UPTO	SE Population Health - Awungcha & Andrew Potter - UPTO		
Pediatric Clinic		Burrous - Preceptor Blake Porter - Peds SW Sharon Barefoot - Peds SW Burrous - PTO	Burrous - PTO	Burrous - PTO	Samoy - Preceptor	
Mentor Clinic	Rachel Heath - Alex Riley Amy Rosene - Extra WH Day - With Liz Ramirez Morgan Brady - Dr. Jansky (Wound Clinic AM/Clinic PM)	Morgan Brady - Amy Steininger (8am-1PM)/Buena Vida 1-3pm	Rachel Heath - Eden Huang AM			
Specialty Clinic	Andrew Petrak - Sports Medicine (Rodarte)	Blake Porter - MAT with Dr. Weinand 9am-4pm Amy Rosene - Jen Johnson (WH Extra day) Porter - UPTO	Awungcha - Sports Medicine (Rodarte) Justin Shear - Adult Psych (Bartuska) Sharon Barefoot - Peds Psych (Marana) Blake Porter - Admin AM/Off	Blake Porter - MAT PM (Arredondo)		



POLICY CORNER

Effective Program Operations and Management Require a Detailed Program Policy and Standard Operating Procedures

Example Program Policy

It is the policy of El Rio Health to follow the educational criteria for all medical education programs that use its clinic for education and training opportunities, and to provide guidance to all clinical students / residents, faculty, and administrators regarding roles, responsibilities, requirements, and expectations of the program(s) in which they participate.

Standard Operating Procedures

- ❖ Mentoring
- ❖ Performance Improvement
- ❖ Preceptorship
- ❖ Resident Recruitment and Retention
- ❖ Provider In-Basket
- ❖ Filing a Grievance
- ❖ Post Residency and Onboarding Commitment
- ❖ Resident Personnel Documentation Process and Retention
- ❖ Teaching Reimbursement Policy
- ❖ Resident Request to Terminate or Resign from Program



360° EVALUATIONS

	RESIDENT	CORE FACULTY	SPECIALTY FACULTY	PROGRAM DIRECTOR
Weekly	Reflective Journals Didactic Surveys			
Monthly	Check-in with Program Director Specialty Rotation Specialty Faculty		Resident	Check-in with Resident
Quarterly	Personal Professional Development Plan Continuity Clinic Core Faculty Program Director Program Mentor	Resident		Formal Check-in with Resident
Semi-Annual	Core Competency Self-Assessment	Program Director Program Self-Assessment		Specialty Rotation Sites Core Faculty

EL RIO
APRN RESIDENCY PROGRAM



THANK YOU!!!

**Programmatic Structure, Design and Content
of a Postgraduate Training Program: *The
Academic Partner Perspective for the
Advanced Nursing Education Nurse
Practitioner Residency (ANE-NPR) Program***

Jill M. Terrien PhD, ANP-BC



Tan Chingfen
Graduate School
of Nursing

Objectives

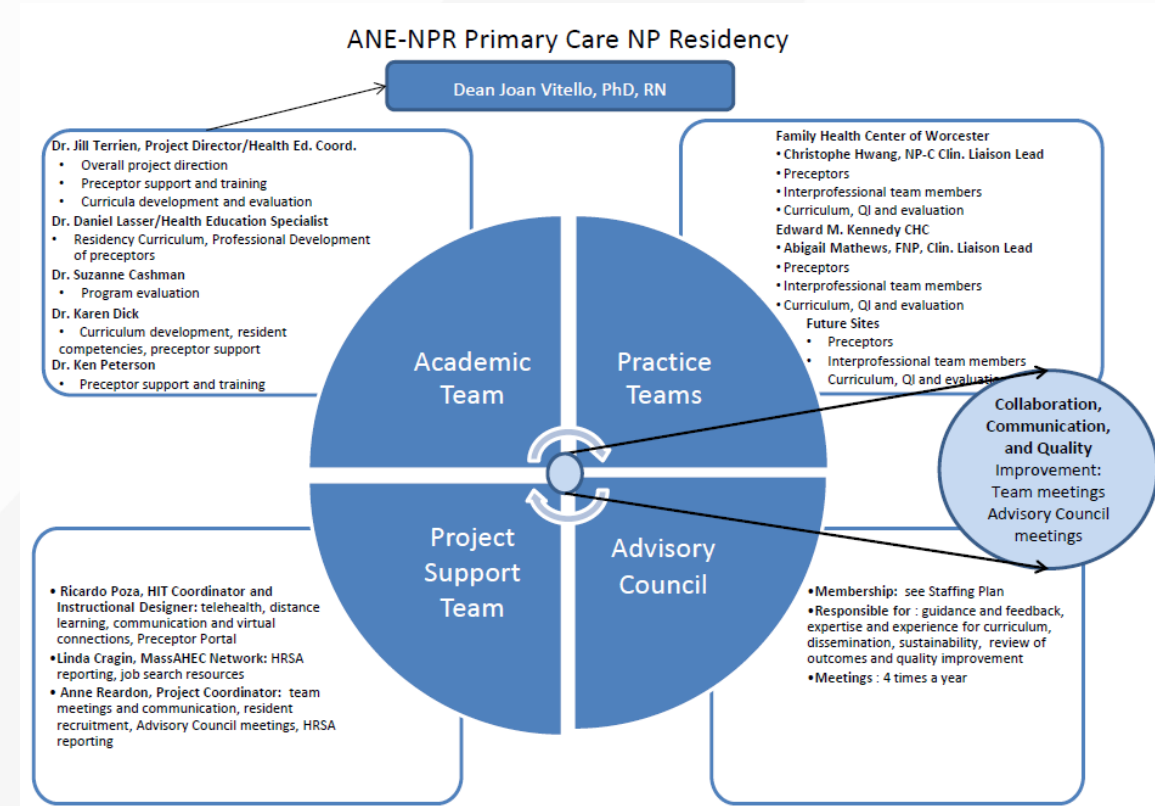
- Describe the role of the academic partner
- Review leadership structure
- Discuss strengths and challenges

Massachusetts Community Health NP Residency

- Family Health Center (FQHC) had a FNP residency since 2009
 - approached GSN with another local FQHC to lead grant
 - 3 additional CHC partners identified
- Each health center hires their residents with goal of continued employment post residency
- What is in it for the GSN?
 - Continues public service mission through partnerships
 - Future preceptors for GSN students
 - Possible future students and educators

Structure

- Shared leadership/equal partners
 - outlined in the grant application's org chart – no hierarchy, clear roles
 - productive, documented monthly team (Advisory Council) meetings
 - shared decision making/problem solving
 - Residency directors (Clinical Liaisons) have their own meetings, responsible for certain tasks (e.g., recruitment/hiring of NP residents)



A Theme: Sustainability

- GSN is a partner, not the expert, not a crutch... continually ask, how is this sustained post grant funding?
- Centrally developed/site approved policies and procedures
- Shared commitment to didactics
 - Monthly case presentations by residency directors
 - Came from resident feedback sessions with the GSN
 - Allows residency directors to get to know other residents
 - Each site contributes sessions (local expertise or outside organization like New England AIDS Education and Training Center)
 - Commitment to wellness – Balint sessions and TEND (external/safe) sessions

Strengths and Challenges

Strengths:

- 100% completion and retention of residents (2+8+10 and counting...)
- Collaboration across sites, residency directors rely on each other, seek GSN input
- Faculty appt. with the GSN – future preceptors?

Challenges:

- Approaches for a shared calendar, archived/recorded learning difficult due to firewalls and maintenance
- Due to shared responsibilities of didactics, evaluation of sessions not 100%

Resident relations

Academic team gets to know residents

- Host didactic sessions
- 4x a year resident feedback sessions to project manager and evaluator
- In-person graduation in 2022!

Grant requirement – job hunting assistance

- But - we want them to stay!
- Annual session on:
 - CV development and grant citation for their CV
 - Some job search resources... more info on loan repayment

Citation for your CV

Massachusetts Community Health Nurse Practitioner Residency Partnership

Resident in an innovative interprofessional family nurse practitioner one-year residency at [your site location]. This grant funded residency is in partnership with the UMass Chan Medical School/Tan Chingfen Graduate School of Nursing, funded by HRSA Grant #T14HP33205 Advanced Nursing Education: Nurse Practitioner Residency Program. The partnership includes Family Health Center of Worcester, Edward M. Kennedy Community Health Center, Codman Square Health Center, Baystate High Street Health Center and Community Health Programs.

Job Search Resources (in the future!)

- HRSA Health Workforce Connector (underserved communities:
 - <https://connector.hrsa.gov/connector/>
- Rural and Underserved:
 - <https://www.3rnet.org/>
- MA League of Community Health Centers:
 - <https://www.massleague.org/Careers/Opportunities.php>

Loan Repayment Resources:

- National Health Service Corps:
 - <https://nhsc.hrsa.gov/loan-repayment>
- MA State Loan Repayment:
 - <https://www.mass.gov/info-details/massachusetts-loan-repayment-program-mlrp-for-health-professionals>
 - <https://massleague.org/Programs/WorkforceDevelopment/MLRP.php>

Questions?

Thank you!