

An Academic-Practice Partnership to Create a Home Healthcare Transition to Practice Program

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Overview

The AACN *Advancing Healthcare Transformation: A New Era for Academic Nursing* report has called for an "enhanced partnership between academic nursing and academic health centers(AHC) around the imperative to advance integrated systems of health care, achieve improved health outcomes, and foster new models for innovation". A collaboration between Notre Dame of Maryland University and Johns Hopkins Home Care Group sought to develop a Home Healthcare Transition to Practice Model that built on existing Nurse Residency Programs in the State. Notre Dame of Maryland is an academic leader in creating a pipeline of baccalaureate-prepared nurses. Johns Hopkins Home Care Group has the clinical expertise and knowledge of the specialty of home healthcare. This partnership provided nursing faculty and clinicians the opportunity to collaborate on curriculum development, provide shared opportunities, and create a transition to practice model that supports the transition of new graduates across Maryland into home healthcare. This two-year project was funded by a Nursing Support Program II planning grant.

Solutions

Academic-based New Graduate Transition to Practice Programs
Academic-based RN transition programs are defined as partnerships between academic institutions and clinical practice organizations in which newly licensed but often unemployed RN graduates, develop their professional role with collaborative educational support from both the academic and clinical organizations.

Home Healthcare curriculum in nursing programs
Potential strategies include guest speakers, home healthcare-based simulation, integrating home healthcare into all courses and including home healthcare as a potential practicum experience.

Pre licensure student experiences in home healthcare
Suggestions include summer internships/externships for students interested in home healthcare, ride alongs with a home healthcare nurse, shadow days, and earlier recruitment to the specialty.

Home Healthcare Residency Program
Guided by Notre Dame of Maryland University and Johns Hopkins Home Care Group, a consortium of academic and practice partners was established with the goal of developing a residency program.

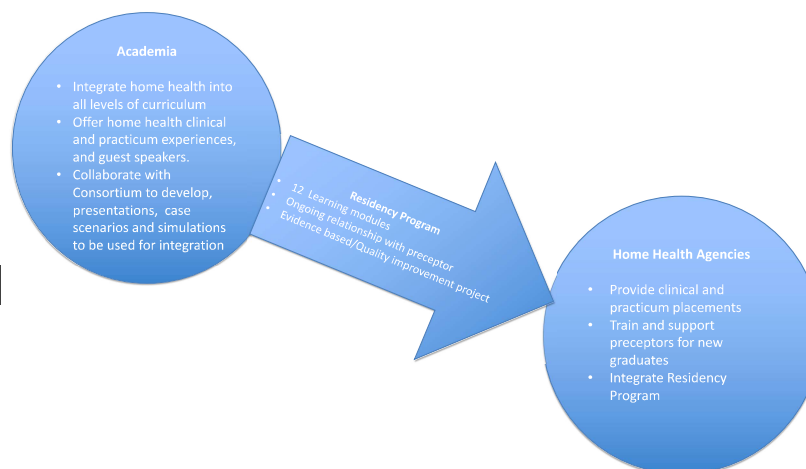
Project Description

- This Consortium developed an innovative and collaborative model for the seamless transition of new graduates into home healthcare practice.
- Subject matter experts were identified and secured.
- A model with clearly defined modules was developed. In addition, the group established a curriculum outline, related objectives, and expected outcomes within each module.
- Subject matter experts developed the curriculum content that was then peer reviewed by the Consortium members.
- A toolkit in both hardcopy and electronic format was developed for dissemination to Schools of Nursing and Home Healthcare agencies across the State. This toolkit includes all content for the 12 learning modules . Content includes full lecture notes and materials, discussion and guiding questions, knowledge checks, ethical considerations, case studies, and a final assessment.
- An interactive book, Home HealthCare Residency Program, was also published by Apple Books.

Modules

<p>Month 1 Module 1 <i>Professional Role Development</i> History of Home Health Nursing and Current Trends in Home Care Professional Role of the Home Health Nurse</p> <p>Month 2 Module 2 <i>Safety</i> Medication Management Infectious Disease Infection Control</p> <p>Month 3 Module 3 <i>Communication</i> Health Literacy, Health Numeracy and Digital Literacy Person-Centered Communication Strategies</p> <p>Month 4 Module 4 <i>Critical Thinking</i> Management of Chronic Illnesses</p> <p>Month 5 Module 5 <i>Resource Utilization</i> Wound and Ostomy Care</p> <p>Month 6 Module 6 <i>Collaboration</i> OASIS Case Management Integrated Care Management</p>	<p>Month 7 Module 7 <i>Health Teaching and Health Promotion</i> SDOH Health Promotion and Wellness</p> <p>Month 8 Module 8 <i>Coordination of Care</i> Palliative Care End of Life Hospice</p> <p>Month 9 Module 9 <i>Quality of Practice</i> Ethical Care in Home Health Nursing Research</p> <p>Month 10 Module 10 <i>Leadership</i> Leadership at Point of Care</p> <p>Month 11 Module 11 <i>Evidence-Based Practice and Research</i> Dissemination of Evidence</p> <p>Month 12 Module 12 <i>Education and Professional Practice Evaluation</i> Professional Development</p>
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Model



Interactive APPLE book

Future of Home Healthcare Residency

Participation in nurse residency programs for new graduates and experienced RNs transitioning into a new specialty is an established norm in the literature and continues to be an evidence-based recommendation(Institute of Medicine [IOM], 2010).

Only tradition and history seem to espouse not only that new graduates are not qualified for practice in home healthcare but also that registered nurses transferring from other settings can just walk in and begin as a home healthcare nurse.

Residency programs can develop nurses who are successful in home healthcare. The challenge is for home healthcare agencies to embrace the necessity to formally transition both new graduates and RNs new to home health through a comprehensive formal residency program.

When executed with a structure based on professional and specialty competencies, a home healthcare nurse residency program has the strong potential to transform the nursing profession and advance home healthcare's contribution to leading change and advancing health.

References

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