

Postgraduate Residency Program: Pedagogical Strategies In Bridging The Transition From Novice Nurse Practitioner To Confident Primary Care Provider

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About The Nurse Practitioner Residency Program



4-year CON advanced nursing education grant totaling \$2.6 million



New NPs are offered the opportunity to enroll in the program



Advances skills and confidence through clinical and academic postgraduate educational training

Clinical and Interprofessional Partnerships

Community-Based Clinics Serving Rural and Underrepresented Populations

- USA Health System (Specialty Rotations)
 - Neurosurgery
 - Orthopedics
 - Surgical Oncology
 - OB/GYN
 - Maternal Fetal Medicine
- Franklin Primary Health Center
- AIDS Alabama South (Shell Health)



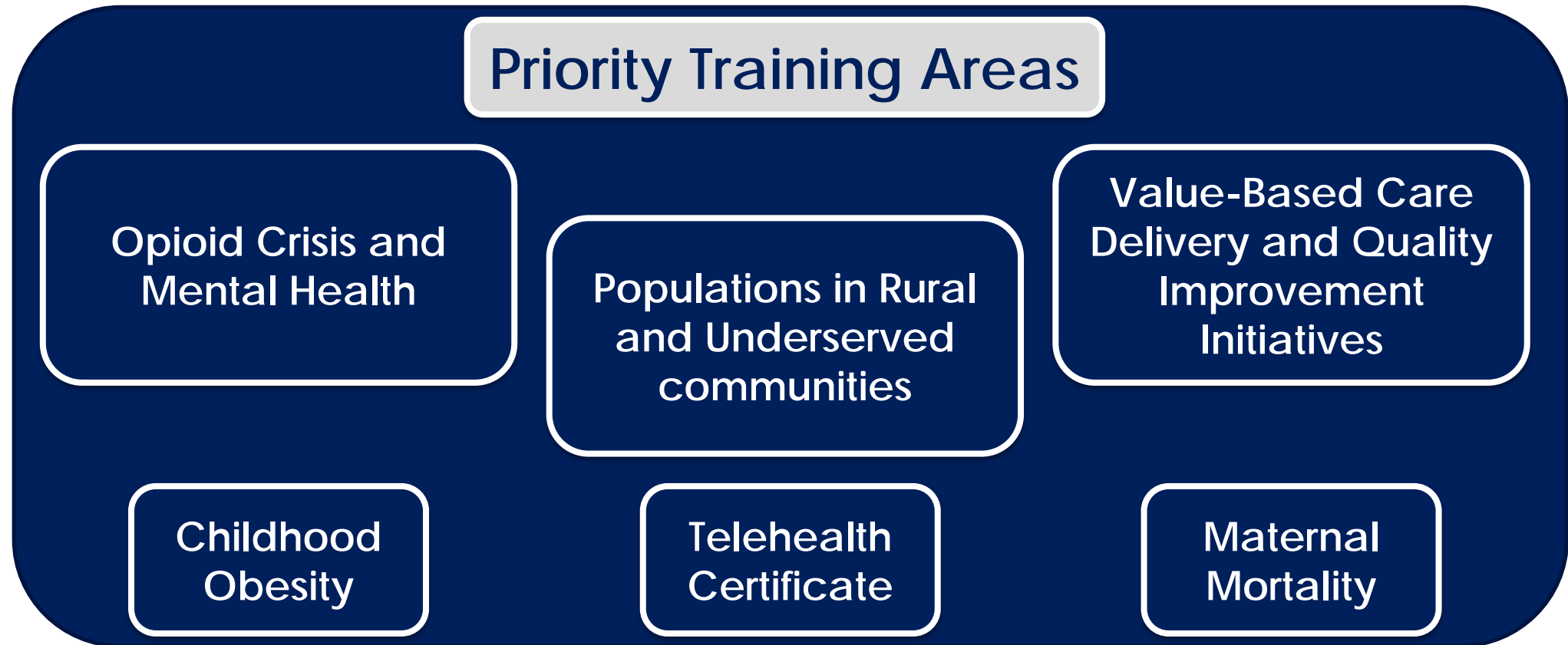
Clinical and Interprofessional Partnerships

Interprofessional Consultants

- USA Simulation (Skills/Hands on Training)
- USA Teaching Kitchen
- USA Physical Therapy
- DEI and Preceptor Subject Matter Experts
- Community Health Center, Inc.
(America's 1st Postgraduate NPR Program)



Novel Pedagogical Strategies



Key Teaching Approaches: Valuing Contributions and Perspectives

Elements

Resident Engagement:

- i. Faculty Face-to-Face Site Visits/Zoom Meetings
- ii. Learner-Centered Activities
 - a. Case Studies
 - b. Faculty-Led Presentations: Trauma Informed Care, Sexual Assault, Substance Abuse, Wound Care, DEI, SDOH

Resident Feedback:

- i. Faculty Face-to-Face Site Visits/Zoom Conversations
- ii. Questionnaire
- iii. Intervallic Self-Evaluation of Skills/Confidence Level

Key Teaching Approaches: Valuing Contributions and Perspectives

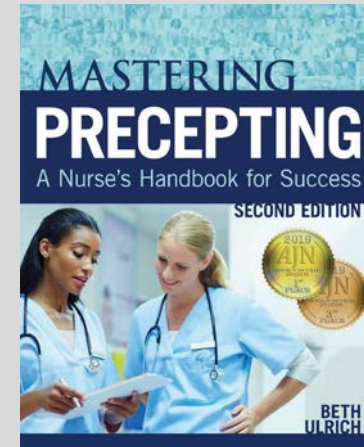
Elements

Clinical Preceptor Engagement:

- i. Faculty Face-to-Face Site Visits/Zoom Meetings
- ii. Preceptor Handbook/Tools
- iii. Education
 - a. Preceptor Framework/Workshop: Dr. Beth Ulrich
 - b. DEI Workshop: Delois Smith

Clinical Preceptor Feedback:

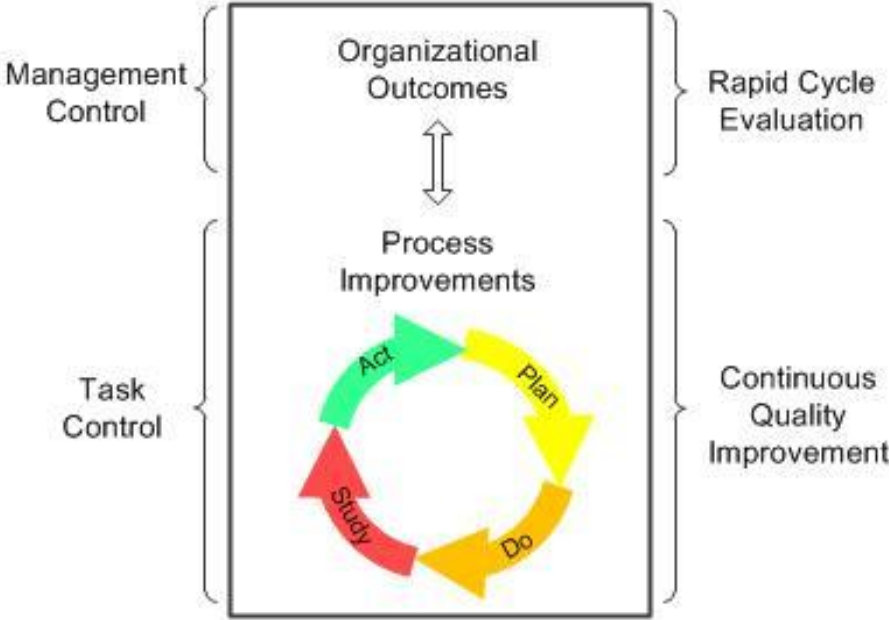
- i. Faculty Face-to-Face Site Visits/Zoom Conversations
- ii. Questionnaire
- iii. Intervallic Evaluation of Resident Skills/Confidence Level



Overcoming Barriers

PDSA Rapid Cycle Improvement Model

An Organizational Change Rapid Cycle Evaluation Method Developed by the Center For Medicare And Medicaid Innovation Serves as the Framework for the Program's Evaluation



Key Goal:

Retain NPs in Rural and Underserved Areas to Provide Primary Care

Literature supports the need for post-graduate residency training that provides new NPs with the depth, breadth, and intensity of training that primes them for success as primary care providers in rural and medically underserved communities (CHC, 2022).

Following Completing of NPR Program:

- i. Clinical Partner Employment Opportunity
- ii. Connect Program Graduates with the HRSA Health Workforce Connector (<https://Connector.Hrsa.Gov/Connector/>) and Other Existing Employment Support Resources to Obtain Primary Care Employment with Rural and/or Underserved Populations

Statement

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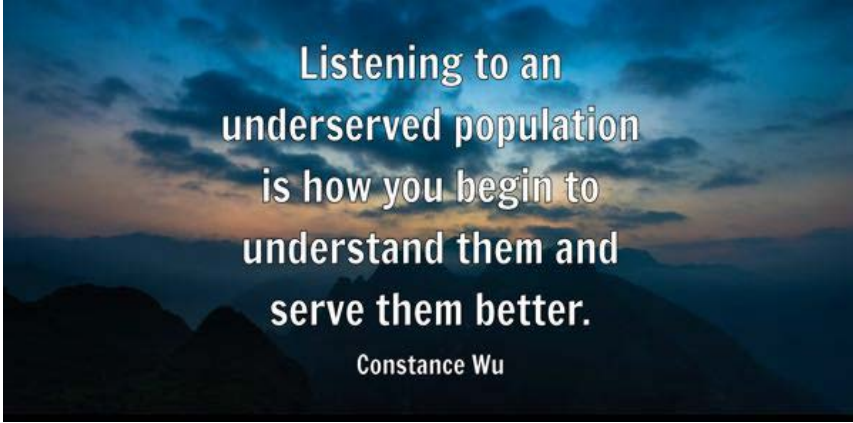
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Thank You

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Listening to an
underserved population
is how you begin to
understand them and
serve them better.

Constance Wu

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