

Practice Education Plan (PEP): A pathway linking the transitional gaps between academic knowledge and clinical competence by clarification of the scope of practice and core competencies of the interprofessional team to meet the practice setting expectations

Maria T. Reyes, RN, BScN, CPMHN (C)
Olga Vuksic, RN, MScN, CPMHN (C)

Introduction

The Practice Education Plan (PEP) is a multi-year initiative of the Schizophrenia Program which is embedded in the CAMH Model of Care. The goals of the PEP include:

- ✓ Define the scope of practice and core competencies for **Nursing, Social Work, Occupational Therapy and Recreation Therapy**, which will be included in the PEP Manual
- ✓ Communicate expectations for staff about their accountabilities
- ✓ Support staff in the acquisition of new knowledge and skills
- ✓ Ensure that care is being provided based on the best available evidence



Process and Progress to date

Engagement of key stakeholders:

- ✓ Directors of the Schizophrenia Program
- ✓ Office of the Nursing Practice and Professional Services including Discipline Chiefs of Practice
- ✓ Practice Leadership, Clinical Managers, Front line Clinicians, interprofessional colleagues across CAMH
- ✓ Peer Support Workers, Clients and Families

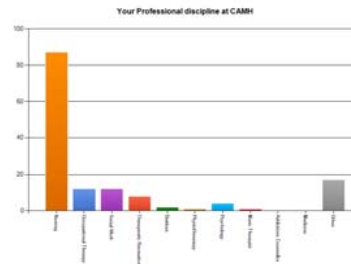
Progress to date includes:

- ✓ Presentations to Nursing Practice Council, Program Advisory Committee, CEO of CAMH, APN and APC Council, Peer Support Workers Group, Program Staff
- ✓ Learning Needs Assessment Surveys: Front line Clinicians, Practice Leaders and Clinical managers,
- ✓ Identification of Top 5 Competencies
- ✓ Designation of Project Leads
- ✓ Development of Education Modules
- ✓ Development of timelines for education and module delivery
- ✓ Development of Practice Education Plan Manual

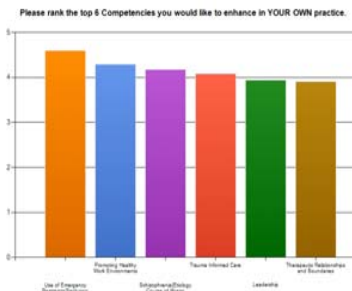
Learning Needs Assessment Results

- ✓ There were 212 completed and submitted surveys from a possible 340 clinical staff in the Schizophrenia Program with 10 inter professional disciplines
- ✓ Peer Support Workers were also asked to complete the survey

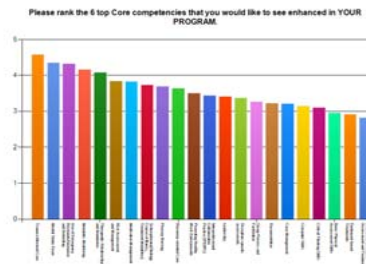
Response Ratio by Discipline



Identified Nursing Priorities to Enhance Practice



Identified Team Priorities to Enhance Practice



Prioritized Modules to Enhance Practice

Top 5 Competency Modules

1. Recovery and Interprofessional Collaboration (IPC) Project

- ✓ Empowering staff to integrate the Recovery Model of Care into inter-professional care
- ✓ Engaging staff in team developed projects to demonstrate a practical application of the model within IPC

2. Promoting Healthy Work Environment

- ✓ Basic Expectations for Professional behaviour and Code of Conduct at CAMH based on Organizational Values and Discipline-Specific Standards of Practice
- ✓ Communication Skills and Strategies
- ✓ Conflict Resolution & Having "Powerful Conversations"

3. Assessment and Documentation

- ✓ Progress Notes
- ✓ Interdisciplinary Plan of Client Care
- ✓ Assessment forms
- ✓ Mental Status Exam
- ✓ Basic Physical Health Assessment

4. Risk Assessment and Management

- ✓ Violence Risk Assessment and Management
- ✓ Suicide Risk Assessment and Management
- ✓ Community Home Safety Guidelines
- ✓ Search of Client Personal Belongings

5. Concurrent Disorders Assessment and Treatment

- ✓ Screening, Assessment, Engagement, Motivational Enhancement, CE informed Case management
- ✓ Smoke free initiative-Individual and group based assessment and interventions

Implementation and Evaluation Plan

- The delivery of the educational agenda will be facilitated concurrently by the Practice Leaders, Clinical Managers and Front line Clinicians and interprofessional colleagues across the organization that have been identified as content experts of the educational materials including Peer Support Workers
- The mode of educational delivery will be multi-layered utilizing various vehicles of presentations and educational formats tailored to meet individual, group, team and unit needs
- An important deliverable is the evaluation of knowledge acquisition, retention and application which will include:
 - Staff, Client and Family Satisfaction Questionnaires
 - Development of Individual Learning Plan
 - Report Card system per module
 - Clinical Supervision