

# Primary Care Staff Education on Health Equity & Social Determinants of Health Supporting a Thriving Workforce



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## Background:

The providers and multidisciplinary staff at Colorado Primary Care Clinic in Aurora, Colorado, have been tasked to contribute to a primary care training program to explore knowledge gaps within the primary care setting relating to, "what is health equity, social determinants of health (SDoH), how to screen, determine root causes and manage the needs of their patient population."

## Purpose:

- To identify education gaps & develop a scholarly multidisciplinary staff education program to support the primary care workforce.
- To synthesis current literature supported by evidence-based practice guidelines.
- To establish resources & manage health equity challenges for underserved populations.
- Utilize a multidisciplinary, team based approach to address health equity & social determinant of health challenges.

## Implications for nurses & the multidisciplinary team within the primary care setting:

- To meet the SDoH clinical goals of each underserved population identified within the primary care setting to achieve health equity.
- Conduct & synthesize a systematic literature review to support the design of a health equity series for adult learners.
- Utilize ADDIE Model to analyze, design, develop and implement a scholarly education program for nurses & multidisciplinary team in the primary care setting.
- Evaluate the effectiveness of staff education.

## Step 1 – Analysis Phase:

- We identified the instructional problem, analyzed assignments, content and source, & examined the adult learner characteristics.
- The primary care setting did not have a formal instructional model for SDoH and Health Equity training.
- Conducted a literature review, synthesis & analysis to support staff education modules with evidence-based practice.
- Examined the adult learners, which consist of primary care APRNs & administrative & clinical staff.

## Step 2 – Design Phase:

- Developed & stated the learner objectives. Identified activities, assignments & sources.
- Chose the adult learning structural approach and strategies.
- Designed the instructional strategies.
- The learners objective were: Learn basic concepts related to health equity and social determinants of health.
- Introduced SDoH and health equity terms and definitions in language that was easy to understanding.
- Introduced each SDoH & the formula for calculating and determining a health equity index.
- Utilized lectures, illustrations, workflows, assignments, discussions and case studies applicable to andragogy adult learning.

## Step 3 – Development Phase:

- Developed an instructional series to gradually introduce concepts, comparison, analysis and calculation of health equity index.
- Instructional series progressed from simple and basic concepts to incrementally more complex concepts that required critical thinking and application.
- Developed the modules. Planned the instructional sequence. Evaluated the health equity series of module validity and reliability through an anonymous expert panel survey.

## Step 4 – Implementation Phase:

- Content teaching using a series of modules.
- Staff education outline over a 30-week time frame.
- Utilized instructional material with handouts & modular series outline.
- Case study discussion applicable to each SDoH.
- Assigned material for group discussion & collaboration to determine root causes.

## Step 5 – Evaluation Phase:

- Modules impact by utilizing summative or formative pre & post tests.
- Prepared and administered a pre-test & post test to determine knowledge advancement.
- Question degree of readability & difficulty was vetted using the Gunning Fog Index & SurveyMonkey@.
- Every participant was required to complete all 30 weeks of training.

## Step 6- Dissemination Phase:

- Staff education and comparison of pre-test and post-test results.
- APRN reliability and validity results.
- Prepared poster & a presentation for professional review.



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