

**Creating Learning Circles in Public Health:**  
practice-based, online, quality improvement training  
for local health departments in rural settings

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Virginia Elliott, United Methodist Health Ministry Fund

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### Presenter Disclosure

Ruth E. Wetta

- This project was funded by the United Methodist Health Ministry Fund in Hutchinson, Kansas



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### Today's Learning Objectives

- Discuss long-term online, "just-in-time" quality improvement training for local health department staff in rural communities using adult experiential education methods.
- Differentiate the pros, cons, benefits and barriers to long-term, online just-in-time training for local health departments.



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### Training Program Goals

Each local health department (LHD) will develop the capacity to:

- collect, manage, and analyze their own data
- understand program outcomes
- use their data to improve delivery of their program

Collateral benefits include:

- enhanced collaboration among participating LHDs
- strengthening LHD quality improvement efforts
- progress toward meeting accreditation standards.




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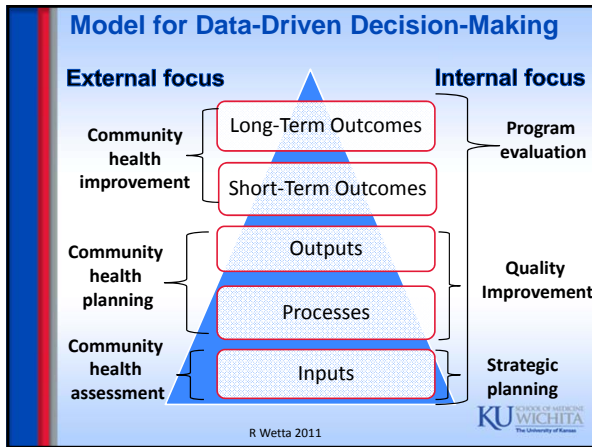
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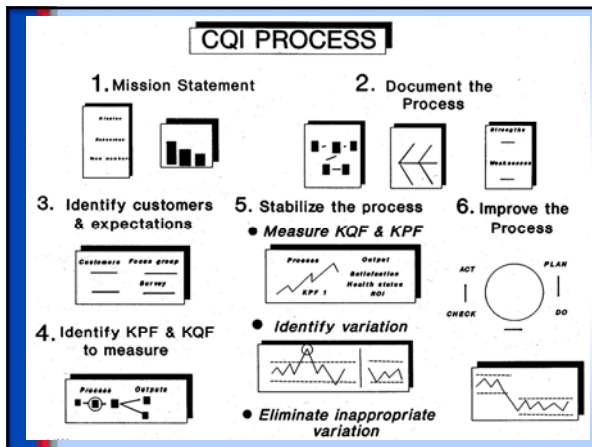
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### Learning Plan and Methods

Content	Weeks	
	Planned	Actual
1. QI concepts	1-6	1-7
2. Data collection and management	7-14	8-15
3. Data entry and management	15 - 20	16-22
4. Interpretation and synthesis	21 - 28	23-35
5. Reporting and presentations	28 - 36	36-44
6. Technical assistance		45-60

- Align QI efforts with Core Public Health Functions
- Experiential adult learning methods
- “Just-in-time” training
- Long-term technical assistance

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### Training Sessions and Average Participation by Month

	2012					2013									
	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sept
■ avg participant	4	8	6	6	4	4	4	3	3	3	4	3	2	2	3
■ sessions	4	9	16	8	9	3	9	5	9	9	3	2	4	4	3

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### Examples of Best Practice

**Labette County *BEST* Program**  
*(Breastfeeding Education by Supportive Trainers)*  
 Lisa Goins, RN and Debbi Baugher, RN

**Neosho County’s Project TIME**  
*(Teach, Implement, Mentor, Evaluate)*  
 Stephanie Henry, MT(ASCP), CBE, IBCLC

**Lyon County Treasure Chest**  
 Janine Messersmith, RD, LD, IBCLC  
 Bevin Neeley, IBCLC, CBE

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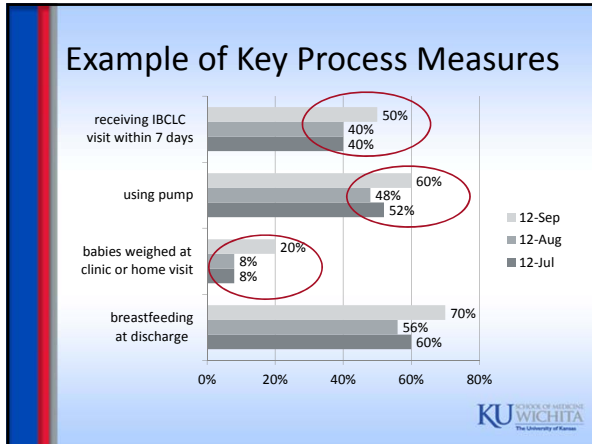
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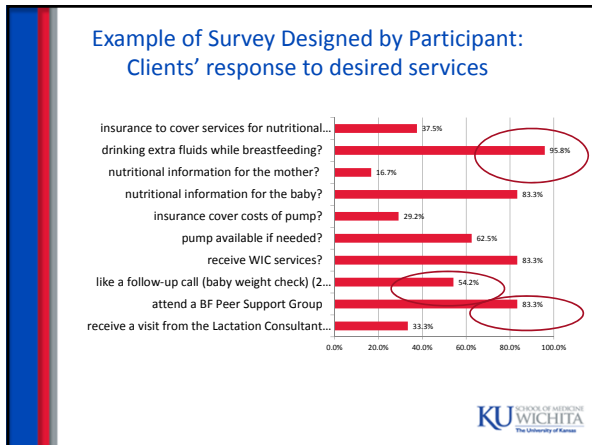
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### Neosho County Timeliness of WIC Client Appointment QI Study

Inputs	Activities	Outputs	ST Outcome (3 months)	Mid-term Outcome (6 months)	Long-term Outcome (9-12 months)
*Neosho Co. Health Department	*Staff education *WIC clerk verifies client information	# of clients for new, Certification (Recert & Midcert), NE+, and BF	Increase awareness of appointment turn around time (TAT)	Decrease appointment TAT	Increase satisfaction with WIC ME appointment TAT
*WIC Staff	*Screening (Ht., Wt., Hgb, Lead	# of referrals to community resources	Increase communication among staff	Increase efficiency of our WIC time with client	Attain positive feedback on the impact our QI study
*Healthy Start Home Visitor NCHD	*Nursing staff nutrition screening, education & worksheets	# of Healthy Start Home Visitor Appointments	Increase client satisfaction on time spent in our clinic for WIC appointment		
*SEK Dental	*Community Resource list *Healthy Start Home Visitor *Check pickup	# of BFPC appointments			

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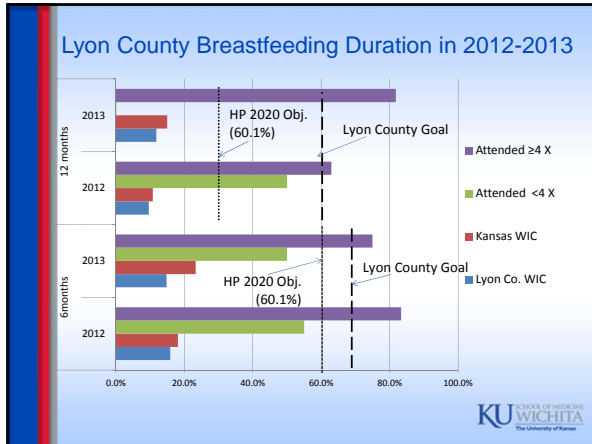
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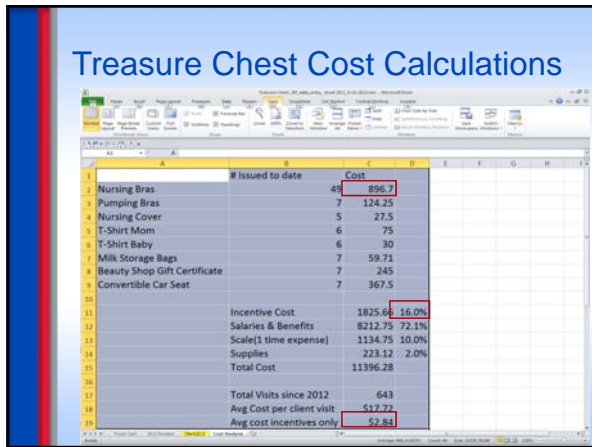
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### Course Evaluation: Participant Characteristics

Characteristic	N	Percent	
Gender	female	8	100
Age	31-40	2	25.0%
	41-50	4	50.0%
	51-60	2	25.0%
Region	West Central	1	12.5%
	Southwest Kansas	1	12.5%
	Wildcat	1	12.5%
	East Central	2	25.0%
	Lower 8	2	25.0%
	KC Metro	1	12.5%

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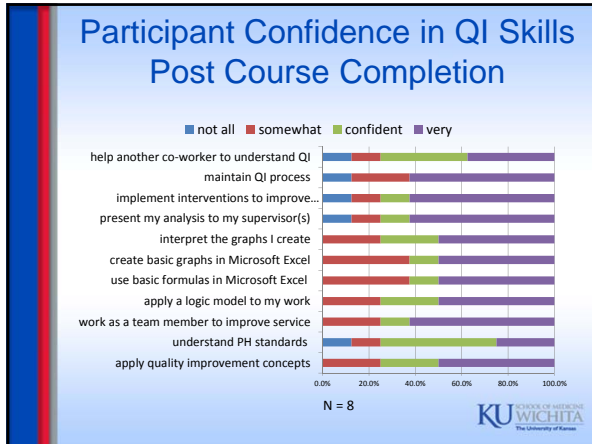
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- ### Conclusions and Implications
- Just-in-time education: focus teaching to what participants are ready to apply
  - One size does not fit all: Be sensitive (and flexible) to individual learning needs
  - Release time to attend sessions and apply concepts to their work
  - Agreement from administration to support employee learning
  - Great potential for this model to be sustained
    - Online software improving and distance collaboration possible
  - Program appears to be an effective and efficient method to increase the capacities of LHD staff
  - Potential to serve as a national model for workforce development, particularly in rural states
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