

DNP Postgraduate Education: A Model for Advancing the Role of the DNP in Practice



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Background and Goal

The US continues to have a shortage of Primary Care Providers. The American Association of Colleges of Nursing (AACN) adopted the DNP as entry level advance practice while the Institute of Medicine recommended postgraduate advanced practice nursing education.

Amidst the juncture between demands for more PCPs and increased advanced nurse practitioner preparation for complex chronic disease management, the Seattle Center of Excellence in Primary Care Education designed an innovative one-year Doctor of Nursing Practice (DNP) postgraduate education program for new providers in primary care practice.

This program builds upon the foundational framework of the DNP to prepare highly effective, proficient, and autonomous primary care and women's health providers for a complex Veteran population in a team based, inter-professional, collaborative setting.

Our goal is to offer the new DNP the opportunity to transition to practice in a mentored environment with a depth, breadth, volume, and intensity of clinical training in a complex Veterans health care setting, and provide opportunities for leadership and practice inquiry.

Framework and Key Components



Advanced Clinical - Educational Experiences

Advanced Practice Clinics

- Primary Care
- Women's Health Care
- Cardiology
- Deployment Health
- Dermatology Procedure Clinic
- Diabetes
- Emergency Department
- Homecare
- Homeless PACT
- Neurology
- Palliative Care
- Pharmacy
- Rehab (MSK) Medicine
- Rheumatology
- Transitions of Care



Interprofessional Didactics & Workplace Learning

Teambuilding Activities

- TeamSTEPPS
- Conflict Resolution
- Huddles
- Critical Incidents Debriefing
- Collaborate with Specialty Consultants

Multi-Professional Seminars

- Dermatology/Skin Biopsy
- Palliative Care
- Shared Decision Making
- Motivational Interviewing
- Addictions Treatment
- Mental Health (Personality Styles)
- Ophthalmology
- Women's Health

Pre-Clinic Conferences

- Weekly didactic sessions on high volume/high risk problems

Collaborative Care Conferences

- Team-based management of mental health comorbidities

Leadership and Scholarship

Panel Management / System Improvement

- Evaluate performance data for their own panel
- Discuss elements of quality pertinent to a particular chronic disease or healthcare metric
- Effectively apply evidence-based practice
- Utilize appropriate system resources
- Identify areas for system improvement
- Leadership on inter-professional quality improvement projects

Interprofessional Team Collaboration

- Weekly huddles for complex medical and psychosocial care management
- Progression of leadership in assigned Patient Aligned Care Team (PACT)
- Apply leadership strategies supporting collaborative practice and team effectiveness
- Collaborate to design opportunities for leadership skills development

Shared Decision Making

- Develop effective communication skills, including motivational interviewing
- Reflective learning to implement changes to practice
- Utilize OPTION tool to assess utilization of shared decision making in clinical setting

Scholarship

- Mentored and guided support for research projects, presentations and manuscripts
- Lead Journal Club (review new literature and clinical evidence)

Assessment and Evaluations

Performance Measures	Competencies	Knowledge Application
<ul style="list-style-type: none"> Dosage or clinic time Types of clinical experiences Change in panel size Panel patient complexity rating Clinical disease measures (e.g. A1C, BP, LDL, etc.) Mentor assessment of clinical progression Amount and type of mentor interaction 	<ul style="list-style-type: none"> Ratings on observed behaviors in: <ul style="list-style-type: none"> Clinical planning and care management Leadership Interprofessional collaboration Clinical knowledge development Shared decision making Professionalism 	<ul style="list-style-type: none"> Reflective Journaling Types and numbers of referrals Building sustained relationships with patients and team members Appropriate resource utilization Comprehensive Clinical Medicine Self-Assessment Perception of team function

Preliminary Outcomes and Efficacy

DNP/NP Postgraduate Fellows

- Experienced transition into role of PCP
- Gained deeper awareness of clinical knowledge and skills development
- Expressed satisfaction with participating in the residency program
- Grew in self-confidence
- Increased utilization of referral and system resources
- Accomplished productive scholarship (one presentation and one manuscript published)
- Exercised leadership skills in panel management and team huddles
- Improved clinical competencies demonstrated

DNP postgraduate education is more than an apprenticeship focused solely on transition to practice. It is a fertile learning opportunity for newly graduated DNPs to refine and gain advanced clinical improvement, and systems improvement.

Interprofessional Learning

- ★ DNP Postgraduates Fellows
- ★ DNP Primary Care and Mental Health Students
- ★ RN Care Managers
- ★ Medicine Residents Postgraduate years 1-3
- ★ Pharmacy Residents
- ★ Psychology and Psychiatry Fellows
- ★ Social Work Interns

