Symposium

Learning communities
of community nurses and lecturers

The exchange of knowledge and skills

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6 October 2016
1. A general picture of the learning communities – Karlijn Verkleij, NIVEL

2. Focus on leadership – Berna Sol, Amsterdam University of Applied Sciences

3. Design Criteria’s for Learning Communities – Chris Wallner, The Hague University of Applied Sciences

4. Person centred care and support in maintaining mastery of older persons – Gaby Jacobs, Fontys University of Applied Sciences

5. A new way to professionalize and share knowledge – Dorine Koopman, Saxion University of Applied Science
A general picture of the learning communities: characteristics, similarities and differences

- Collaboration between lecturers of nursing schools (Bachelor level) and community nurses
- Exchange knowledge and experiences and to enhance new competences
- Motivation: reform Dutch health care policy
- 10 learning communities funded by ZonMw: The Netherlands Organisation for Health Research and Development
Participating organisations

39 home care organisations collaborate with 10 universities of applied sciences:

- NHL University of Applied Sciences
- Windesheim University of Applied Sciences
- Amsterdam University of Applied Sciences
- Inholland University of Applied Sciences
- Saxion University of Applied Science
- The Hague University of Applied Sciences
- Rotterdam University of Applied Sciences
- HAN University of Applied Sciences
- Fontys University of Applied Sciences
- Zuyd University of Applied Sciences
National evaluation

NIVEL: the Dutch Institute for Health Services Research

Qualitative and quantitative methods

To gain insight in:

- products and activities
- added value of learning communities for developing competences
- maintenance strategies
Evaluation model

Inspired by Robert Stake’s Congruence - Contingency Model

PLANNED learning community

- Planned activities and products
- Expected results
- Planned maintenance strategies

Facilitating and hindering factors?

Congruence?

ACTUAL learning community

- Actual activities and products
- Actual results
- Actual maintenance strategies
Planned activities and products

- meetings with lecturers and community nurses
- joint workshops
- conferences or meetings with external stakeholders
- home visits in pairs of nurses and lecturers
- developing training material and modules
- developing digital platforms
- publishing results and developments
Realised activities and products

- meetings with lecturers and community nurses
- joint workshops
- conferences or meetings with external stakeholders
- home visits in pairs of nurses and lecturers
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Facilitating factors

- Previous experience with other learning communities
- Working with themes that participants have chosen
- Involvement of client representatives
- Motivation and support among participants
Planned competence development

- coaching of new community nurses
- coaching of colleagues
- multidisciplinary collaboration
- promoting self-reliance and self-management
- health promotion and prevention

Lecturers → training students how to improve client engagement in community care

Nurses → coaching, advising and supporting their colleagues
Realised results regarding competences

- Home visits in pairs helpful to expand expertise
- Jointly reflecting on cases and giving mutual feedback
- Nursing education gets a boost
Maintenance strategies

- Sharing experiences and products with other learning communities
- Involvement of additional home care organisations
- Creating support among managers by describing long-term vision and conditions
- Integrating learning communities into nursing curriculum
- Extension of themes and participating nurses and lecturers
- Writing grant applications for continuation of learning communities

Involvement of:

- nurses and care professionals who are trained at vocational level (in Dutch: MBO level)
- lecturers who train these professionals

Focus on:

- learning together within teams
- jointly learning about new developments, knowledge and innovations in the community care