

Leading & Guiding Practice Change to Improve Population Health Outcomes

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PHIN Theme 1 – Culture is Key

- Population Health requires a supportive culture
- Effective population health cultures support creativity, initiative & experimentation
- May be an adjustment for nurses
 - Training and experience often occurs in work cultures that emphasizes efficiency and compliance



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Population Health In Nursing Study

Rober Wood Johnson Foundation

"Nurses are ubiquitous in population health practice, making contributions consistent with the profession's skills, values, and well-earned positive reputation with the public."

AARP Foundation

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PHIN Theme 2 – Teams Are Evolving

- Nurses value teamwork & have skills in negotiating different interests
- Population Health will need expanded models of teams
- Teams will need to be reconfigured to include community members to meet the needs of groups of people

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Themes from the Population Health in Nursing (PHIN 2) Study

- Culture is Key
- Teams are Evolving
- Learning other Systems
- Data Unlocks Possibilities
- Money Matters
- Nurses are Everywhere
- Everyone is Still Learning

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PHIN Theme 3 – Learning Other Systems

- Population Health partnerships requires involvement with complex systems outside of healthcare
- Nurses will need to gain familiarity with education, housing, and social services as well as other community stakeholders that will play a role
- Establishing effective collaborative relationships

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PHIN Theme 4 – Data Unlocks Possibilities

- Expect to engage with data beyond coding, billing and EHRs
- Monitor for more advanced population health tools
- Self-assess your data skills to learn more
- Develop effective working relationships with IT professionals/Informatics Nurses

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PHIN Theme 7 – Everyone is Still Learning

- Population Health Models are still emerging
- Models that offer promise still require work to measure impact and adapt to new settings
- No one profession or model currently dominates population health
- Opportunity for nurses at all levels to provide leadership in population health initiatives – however nursing can draw on the expertise & experience of our public health nurse colleagues

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PHIN Theme 5 – Money Matters

- Population Health Initiatives require sustainable funding
- May require interacting with redistribution of existing financial resource or interacting with new funding streams
- Population Health Nurses will need to be conversant with the language of finance & consider best ways to balance cost with care obligations

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Advocate Aurora Health- Nursing in Population Health

- Core values of the nursing profession are essential to population health
- Less formal qualities of nursing are also important
- New metrics can realize the impact of nurses' specialties
- Population health efforts are centered on the clinic environment

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PHIN Theme 6 – Nurses Are Everywhere

- Almost every Population Health project has some connection to nurses
- However, most nurses are not prepared for population health roles
- Specialized education is required for success

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Support and Services at Home (SASH)

- Based in Cathedral Square housing program
- A network of partnerships and support for Vermont
- Helping Medicare recipients stay in their homes
- Housing is the platform for health
- Opens the door for nurses' creativity in holistic care



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Everything Old is New Again

"Nurses care for patients as people whose lives and communities impact their overall health and well-being."



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How do I begin?

- Assessment of social determinants and using data responsibly
- Embrace your creativity and use data to communicate the issue
- Be part of a population health learning collaborative



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