**KB Primary Care Clinician Orientation Pathway**

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| **Topic** | **Learning Activities & Resources** | **Expected Learning Outcomes** |
| **Welcome to Primary Care Networks (PCN)**  **PCN History**  **PCN Journey** | **In collaboration with Manager and team:**   1. Meet with team to coordinate orientation to new role 2. Collaborative in-person connection with team to understand context of role 3. Collaboratively complete Regional PCN Clinician Orientation Pathway guided by local team approach  * Team discussion of PCN History in Kootenay Boundary   + IPCC program   + Boundary Proof of Concept   + IH Primary Care Sites   + Primary Care Attributes * Build Connections with clinicians working in all facets of Primary Care in Kootenay Boundary * Applying PCN attributes locally | Meet and connect with your local team, build relationships and successfully complete  Understand local history to current state of Primary Care Network and network in order to fully understand scope of services available to patients  Resource Document: [PCN Planning Guide - Preventative Care](https://www.pcnbc.ca/media/pcn/PCN_Planning_Guide_for_PCNs_-_Preventive_Care_2019-01-22.pdf) |
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| **PCN Team** | **In collaboration with manager and team:**   * Team Governance   + Attachment- Panel Management   + Governance map for KB PCN – Erin & Julius * Philosophy   + PCN 101- Values, Mindset   + Theory of Change Document- Kathleen   + Self Management Support * Culture convergence/Transitions in Care   + Physician owned private clinics and Interior Health staff   + Policy Papers on Cultural Safety   + PCN-Transitions in care * Specialized Community Services Programs (SCSP)   + Collaborative Discussion * Team Based Care   + What is KB Vision for Team-based Care? Facilitated Discussion     - Structured Approach with a Menu of Options     - Stepped Team-Based Care (TBC Stepped care)   + Resources:     - Self Assessment of Team Based Care Competencies     - IPC on the Run Ilearns     - Team Based Care Inside Net Page (future) | Understand how roles that team members have and reporting structure for decisions  Understand philosophy of Primary Care Network in Kootenay Boundary  Understand culture combination of divisions of family practice and health authority  Have knowledge, tools and mindset to be able to contribute to a collective team-based care approach in providing patient-centred care. |
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| **Your community** | **In collaboration with manager and team:**   * Discover information about Community Data, Geography, Populations:   + Population Health lense-Community Health Facilitators, Medical Health Officers, Epidemiologists   + Social Determinants of Health, Poverty, Indigenous groups, Medical services for populations     - Activity: Windshield Survey * Discover information about IH services and disciplines   + Public Health, CMF SCSP (Home Health, Long Term Care, Chronic Disease Management), Mental Health Substance Use SCSP)   + Connect with manager for observations based on your learning needs | Understand the community and population within which you work  Understand community and health authority resources as pertinent to your clinic population. |
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| **Participant Driven Learning Lab** | **In collaboration with learning lab team:**   * Education & Learning   + Philosophy and Introduction   + Function     - Develop/Seek out resources to support clinician practice       * Standard Work documents     - Creating learning plans to support your practice | Become familiar with learning lab environment  Work together with learning lab team to develop processes and supports for KB PCN  Seek out or create documents collaboratively that support the work that you will do within the clinic. |
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| **Your clinic** | **In collaboration with manager and team:**   * Introduction to clinics and processes   + Introduce Coaches   + Coach Approach and working within clinics * Meeting your clinic team   + Typical clinic day   + Your roles and responsibilities within the clinic * Complete Local Site Specific [Orientation Checklist](http://teamsites.interiorhealth.ca/sites/Clinical/KB-CDM/Shared%20Documents1/CDM-PHC%20Local%20Scavenger%20Hunt.docx) * Appointment Types and variety   + Group Medical Visits   + Patient Education Classes   + Individual appointments * Introduction to the Electronic Medical Record (EMR)   + Using the EMR   + Documentation   + Statistics * Billing   + Facilitated discussion * Panel Management   + Attachment | Understand clinic culture and ways of being, ways of working in order to successfully integrate your role within the service.  Understand all of the background working of this collaborative service process in order to best support the clinic and team.  Connect with the clinic team and establish a trusting working relationship within which to collaboratively provide patient-centered care. |
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| **Your role** | **In collaboration with manager and team:**   * Your scope of Practice   + Skills Checklist –things you might be able to do in clinic * Your clinical expertise * Policy Manual-Primary Health Care   + Standard Work Documents | Understand your scope of practice as it relates to what your work in the clinic will be.  Introduce the team to your clinical expertise and share your knowledge to enhance the team.  Learn from others to enhance your skills in working to full scope as applicable in your work setting.  Understand you role and be able to communicate what your capability is with others. |
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| **Reviewing, Reflecting and Improving** | **In collaboration with manager and team:**   * Quality Improvement- Jen   + What is QI/Why Do QI?     - To frame QI as a means of understanding and reflecting on what is happening in a complex system using data vs. assigning blame and engaging in quality assurance   + PCN QI Framework     - PCN QI Framework, Indicators, Outcomes     - Clinical QI Processes & Responsibilities     - QI Lead | Understand QI Process and begin to reflect on evolution of your primary care role whilst constantly expanding your knowledge. |
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| **http://upload.wikimedia.org/wikipedia/commons/9/98/Information_magnifier_icon.png**  Resources | * Internal IH Resources * Community Resources * Activity: Key Contacts: Create a resource table for your contacts for various community services/groups | Be familiar with resources internal to IH and external to community in order to support patients with resources and information. |