Community Health Nursing (CHN) Community of Practice Project

Initiating a Community of Practice in Eastern Ontario, Nunavut, and Vancouver Coastal Region

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Objectives

- ◆ Define community of practice
- ◆ Provide examples from the literature
- ◆ Describe initial CoP in 3 regions
- ◆ Discuss getting 'buy in' for CoPs across practice areas

What is a Community of Practice?

- ◆ A group of people - a 'team'
- ◆ Come together for a purpose or enterprise
- ◆ Create a forum for sharing information
- ◆ Share experiences - tacit learning
- ◆ Develop a set of common practices

Top Down?

Bottom up?

Critical Success Factors
for Community of Practice

For Community

- A focus that energizes the core group
- A skilful and reputable coordinator
- Involves experts
- Address details of practice
- Has the right rhythm and mix of activities

For Organization

- Strategic relevance of the focus
- Visible management sponsorship, but no micro-management
- Dance of formal and informal structures
- Adequate resources
- Consistent attitude

(Wenger, 2002)

Examples of Communities of Practice in Ontario

- Barwick: Children's Mental Health
  - MOHLTC funded project to support the introduction of assessment and evaluation tools across Ontario
- Seniors Health Research Transfer Network (SHRTN)
  - 13 CoP e.g.: Activity & Aging; Nursing Best Practices; Seniors with Responsive Behaviours
- Ottawa Regional Cancer Centre
  - Best practices approach to reducing wait times for diagnosis and treatment of cancer

Nursing Example (Scotland)

Tolson et al, 2006:

- Promoting nursing evidence-based practice with older people
  - Created an interactive web site
  - Developed Standards of practice
  - Developed best practices and tested in clinical settings

Key Elements of Community of Practice
(Wenger diagram, top right)

- Define the area of shared enquiry and key issues

- Form relationships and a sense of community

Create the body of knowledge, methods, stories, cases, tools, documents

Come Join Us

Initial Experiences-Eastern Ontario

Focusing on chronic disease prevention, management, self-care

- Cornwall
  - Workshop Jan. 29, meetings Feb., March, April, May
  - Participants: total of 10:
    - public health, 2 home care agencies, and 2 community health centres, Community Care Access Centre, education, (7 community health nursing students not included in total)
- Ottawa
  - Workshop Feb 26, teleconferences March, April, May
  - Participants: total of 20:
    - public health, 2 home care agencies, 4 Community Health Centres, Community Care Access Centre

Initial Experiences

- Nunavut- focusing on maternal-child services
  - Workshop Feb 5, teleconferences March, April, May
  - Participants: total of 19 from the 3 regions:
    - community health nurses, home health nurses, public health nurses, education (5 nursing students not included in total)

- Vancouver Coastal Region- support for program on chronic disease self-management
  - Workshop in May, teleconferences will follow
  - Nurses and other health professionals

Discussion questions

- How would you describe a community of practice to a colleague?
- How would you get 'buy in' for your involvement in a CoP from management (nursing and non nursing)?
- How would you get 'buy in' for your involvement in a CoP from co-workers?