

Implementation and evaluation of learning circles in continuing care: an innovative way of facilitating knowledge transfer with point- of-care staff

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Outline



- ICCER and the CNDRN
- What is a Learning Circle?
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Institute for Continuing Care Education & Research (ICCER)



A collaborative network of post-secondary institutions and continuing care providers.



To improve continuing care by encouraging research, translating knowledge into better practice, enhancing education, and informing policy.

CNDRN

- CC sector is under- researched
- Academically driven
- Front- line staff are sources of data
- Knowledge translation potential is lost



What is a Learning Circle?



- a form of cooperative learning that brings together practitioners in structured workplace learning groups to identify and address practice priorities.

Pilot Project



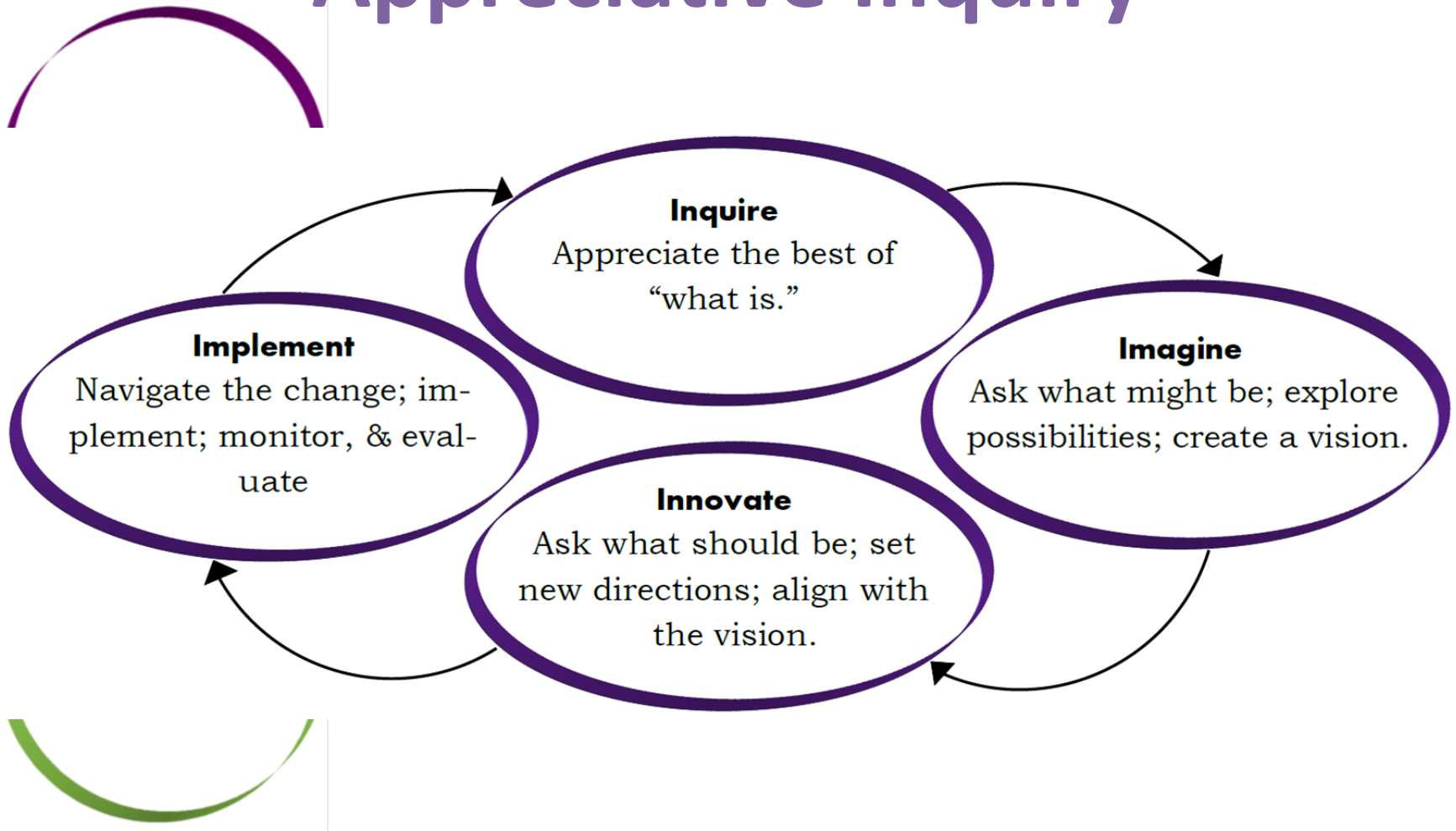
- A pilot project to implement learning circles in LTC sites and to evaluate the implementation and learnings from the circles was funded
- Bethany Care Society implemented 3 learning circles in 2 facilities:

Learning Circles Pilot



- Interdisciplinary team for mentally dysfunctional elderly clients on one closed unit
- RNs with charge nurse responsibilities from different units in large urban site
- Health Care Aides (day & evening shifts) in small rural site

Evaluation Approach Appreciative Inquiry



Findings from the Pilot



Evidence of **knowledge transfer to practice**. Observed changes:

- Information & ideas shared
- Feelings of isolation & “going it alone” reduced
- A variety of learning methods used
- Safe space for problem solving created
- New knowledge produced & owned by participants
- Supportive on-going peer group developed

Recommendations from the Pilot



1. Expand learning circle approach
2. Conduct larger trials to confirm study findings
3. Determine if practice change has an impact on resident care
4. Congratulate participants & celebrate accomplishments of this project.
5. Use participants as a resource in future development of learning circles
6. Disseminate study findings to stakeholders & the fields of continuing care & program evaluation

Conclusions



- Based on the results of the pilots, the researchers plan to continue exploring collaborative learning models by implementing and evaluating the process in additional sites. A toolkit will be developed to support implementation, evaluation and sustainability of the model.

What's next?



- Funding received for an expansion of the project.
- 3 existing Learning Circles will be sustained and 9 new Learning Circles will be developed and evaluated across 7 organizations with the following deliverables anticipated:



1. LC toolkit for facilitators, site administration, management, and frontline staff;
2. Evaluation approach that explores the inclusion of CC sites, as central to the evaluation process and outcomes;
3. Learning Circles Forum, for CC providers to share experiences and best practices about new and emerging LCs;



4. Strengthened processes and practices within an existing collaborative network (i.e., ICCER) to share best practices and provide continual support for LCs beyond the project timeframe;

5. Integrated knowledge mobilization approach with post-secondary institutions, resulting in the pilot of a simulation-based seminar for students.

Acknowledgements



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Contact us



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Further Information



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