CEA ACTION PROPOSAL

Per California Code of Regulations, title 2, section 548.5, the following information will be posted to CalHR's Career Executive Assignment Action Proposals website for 30 calendar days when departments propose new CEA concepts or major revisions to existing CEA concepts. Presence of the department-submitted CEA Action Proposal information on CalHR's website does not indicate CalHR support for the proposal.

A. GENERAL INFORMATION

1. Date	2. Department
May 21, 2020	California Correctional Health Care Services (CCHCS)

3. Organizational Placement (Division/Branch/Office Name)

Medical Services, Educational Partnership Program

4. CEA Position Title

Chief, Nurse Practitioner Residency Program (NPRP)

5. Summary of proposed position description and how it relates to the program's mission or purpose. (*2-3 sentences)*

This position is for the Nurse Practitione Residenc Trainin Program (NPRTP) The Chief, NPRP will be an academically qualified and specialty certified Nurse Practitioner who will have the responsibility and authority for program structure, functions, practices, budget, and clinical oversight such that the program adheres to accreditation and state nursing practice act standards. The Chief, NPRP is a key component for the development and success of the NPRP. The NPRP is vital for the overall CCHCS mission of improving provider vacancy rates which will in turn improve access to care and quality of care.

6. Reports to: (*Class Title/Level*)

Receiver's Medical Executive (Safety)

7. Relationship with Department Director (*Select one)*

☐ Member of department's Executive Management Team, and has frequent contact with director on a wide range of department-wide issues.

☑ Not a member of department's Executive Management Team but has frequent contact with the Executive Management Team on policy issues.

(*Explain*): The CEA will handle the development and implementation of policies and procedures that require a higher level position to carry the authority required to be able to speak on behalf of the Department.

8. Organizational Level *(Select one)*

☐ 1st ☐ 2nd ☐ 3rd ☑ 4th ☐ 5th (mega departments only - 17,001+ allocated positions)

B. SUMMARY OF REQUEST

9. What are the duties and responsibilities of the CEA position? Be specific and provide examples.

Under the direction of the Receiver's Medical Executive (Safety), the Chief, NPRP, is responsible for the development and clinical oversight of the CCHCS NPRTP. The Chief, NPRP position will participate in policy and procedure development/implementation, clinical site selection, curriculum development and course, curriculum and program evaluation. The Chief, NPRP will ensure through active practice engagement, that emerging and current knowledge and clinical practices are addressed in the curriculum. The academically qualified and specialty certified Chief, NPRP will serve as a preceptor/mentor by providing patient care at an institution approximately 50% of the time. Moderate statewide travel is required.

Essential Functions:
Responsible for making all program decisions relating to NPRTP. Identifies, establishes, and implements key elements of the CCHCS NPRTP including participating in the budgetary process, policy and procedure development, recruitment, clinical site selection, and course and program evaluation. Assists in building and maintaining curriculum from a foundation of core graduate courses that supports the increasing depth and breadth of clinical functioning. Ensures curricular and program requirements are established according to Academic Council standards and that operations are standardized to ensure comparable educational outcomes are met across graduate programs. Corroborates active engagement of all faculty program recruitment, curricular development, course and program goal attainment, student engagement, and cohesive program functioning.

Directs all NP students activities within the clinic while training and demonstrating primary care to include but not limited to: evaluating patients, diagnosing illness or injury, and prescribing and administering medical treatments, reviewing and documenting health record, admitting patients to an in-patient clinic, completing admission history and physical examinations, leading daily huddles, performing daily rounds, completing discharge summaries and coordinating follow-up care with other health care staff. Demonstrates to other care team members,including the NP students how patients and patient panels should be managed, how population management working session are concluded, demonstrate appropriate clinical decisions, and how to interact in a huddle etc.

The Chief, NPRP will be the principle policy developer to include but not limited to: NPR Policy, Preceptor Policy, NP Accreditation Policy, and NPT Site Policy. Provides executive leadership, policy direction, consultation, technical assistance and guidance in formulating and monitoring program operations, and fulfilling all responsibilities necessary to meet the educational goals of the program. The Chief, NPRP will be responsible for ensuring overall proper accreditation for the NPRTP.

In coordination with other department executives, the Chief NPRP will work closely to define and obtain from the department and institution the educational resources necessary to conduct the program. This position will participate in the selection and supervision of teaching staff and other program personnel at each clinical site and ensure professional formation occurs among program students. The Chief, NPRP will conduct annual review of the program by trainees; responsible for overseeing the annual selection of residents (curriculum, evaluation, perception) as well as the operational details (tracking clinical assignments, arranging didactic sessions, coordinating schedules); ensures student advising is conducted in accordance with academic policies; engages with internal/external stakeholders to discuss the program’s operations and administration so that challenges can be reviewed and addressed immediately; serves on select committees and seeks consultative and scholarly opportunities to advance and disseminate knowledge in specialty areas that enhances the program’s reputation.

Ensures that the organization’s direction is clearly defined and aligned with the department’s strategic goals. Other duties as assigned.

B. SUMMARY OF REQUEST (continued)

10. How critical is the program's mission or purpose to the department's mission as a whole? Include a description of the degree to which the program is critical to the department's mission.

- ☑ Program is directly related to department's primary mission and is critical to achieving the department's goals.
- ☐ Program is indirectly related to department's primary mission.
- ☐ Program plays a supporting role in achieving department's mission (i.e., budget, personnel, other admin functions).

Description: In June 2008, the Receiver issued the Turnaround Plan of Action (TPA), describing essential strategies for establishing a health care services delivery system that meets constitutional mandates. Under the medical care workforce goal, (TPA, Goal 3, Recruit, Train, and Retain a Professional Quality Medical Care Workforce) the Receiver emphasizes the importance of recruiting, training, and retaining qualified professionals and equipping them with the tools to be successful.

The NPRTP will be a key component of a multi-pronged approach to address CCHCS' critical need to fill primary care provider vacancies. NPRTPs has been demonstrated to be an effective approach in addressing shortages in other under served settings by creating a pipeline in which a significant proportion of residents are hired upon completion of the NPRTP. Moreover, a CCHCS NPRTP can help improve job satisfaction for current providers who are eager to teach/precept and are interested in career development opportunities. The overall impact will help CCHCS to improve access to care as well as quality of care and retention.

The NPRTP is directly related to the Receiver's TPA, Goal 3 recruit, train and retain a professional quality medical care workforce. Successful implementation of the NPRTP will provide an opportunity for postgraduate NP to gain experience in correctional medicine while providing direct patient care under the mentorship of the experienced providers. Benefits to the department include having additional providers at participating institutions during residency, and establishing a direct workforce pipeline of experienced and vetted NPs as future permanent employees to provide patient care to the inmate population.

B. SUMMARY OF REQUEST (continued)

11. Describe what has changed that makes this request necessary. Explain how the change justifies the current request. Be specific and provide examples.

CCHCS faces significant challenges hiring and maintaining a large primary care provider (PCP) workforce. This is reflective of national trends, particularly with respect to under served populations. The Health Resources and Services Administration projects that by 2020, there will be a national shortage of over 20,000 PCPs. CCHCS strives to maintain a 90 percent fill rate goal for PCPs, but CCHCS' current vacancy rate for PCPs is approximately 18 percent. In order to ensure the ability to meet and retain a 10 percent or less vacancy rate, CCHCS will need to establish itself as an organization of choice for PCPs. Giving students exposure to the correctional health care environment will demonstrate to them that CCHCS provides health care consistent with community organizations.

CCHCS recently updated the Inmate Medical Services Policy and Procedures, promoting the use of Advanced Practice Provider (APP) staff in primary care settings and in certain specialty care settings if the APP has achieved advanced training and/or education. CCHCS policy is to recruit, train, evaluate, develop, and integrate APP staff, specifically NP and Physician Assistant staff, into the health care delivery system. CCHCS recognizes that physicians and APP staff are integral and valued members of the primary health care team.

With the expansion of the Medical Services Program e.g., Integrated Substance Use Disorder Treatment, Education Partnership Program and an increase in staff and overall program growth, there is a need for a Chief, NPRP to provide clinical oversight of the Department's NPRTP. This will strengthen the health care delivery system and will ensure the Department is meeting the court obligations and compliance.

C. ROLE IN POLICY INFLUENCE

12. Provide 3-5 specific examples of policy areas over which the CEA position will be the principle policy maker. Each example should cite a policy that would have an identifiable impact. Include a description of the statewide impact of the assigned program.

The CEA position will be the principle policy maker for the following, including but not limited to: NPR Policy, Preceptor Policy, NP Accreditation Policy, and NP Training Site Policy. The NPR Policy is necessary to develop the NPRTP and to meet the Receiver's TPA, Goal 3. The successful program will create a potential hiring pool of NPs which will be crucial to fill vacant provider positions, increase access to quality care for the CCHCS patient population, improve inter-professional education and practice, and increase job satisfaction and retention of highly skilled providers.

The NP Accreditation Policy is necessary for the successful implementation of what will be the first nationally recognized NPRTP in a correctional setting. Accreditation will ensure best practices and will provide a recognizable seal of approval that is an indication of quality and integrity. Potential trainees, potential employees and others will use programmatic accreditation as a mechanism to identify training programs that meet national standards of educational quality. It is anticipated that having national accreditation will attract qualified NP residents who will provide quality health care to the inmate population.

The Preceptor Policy and NP Training Site Policy will impact the quality of care for CCHCS/California Department of Corrections and Rehabilitation (CDCR) patients. Postgraduate training in all of the health professions relies on actual clinical experience, as well as expert guidance from clinical preceptors. Studies show that health care professionals who provide precepting enjoy improved job satisfaction which leads to employment retention. Preceptors not only teach, but they model the professional role to which the trainee aspires. Developing training sites will allow residents to have an insight into correctional medicine and will provide a continuum of care for our inmate patients as they transition back into the community.

C. ROLE IN POLICY INFLUENCE (continued)

13. What is the CEA position's scope and nature of decision-making authority?

The Chief, NPRP will be making all program decisions relating to the NPRTP. This will include being the principle advisor for policies which consist of developing and updating current policies, budgets, personnel, development of faculty, and overall program development.

14. Will the CEA position be developing and implementing new policy, or interpreting and implementing existing policy? How?

The Chief, NPRP will be responsible for the development, interpretation, and implementation of new policies, as well as revising, interpreting and implementing existing policies based on current trends in the Medical Services Program. The Chief, NPRP will provide administrative and clinical oversight over the NPRTP within the Medical Services Program.