

LUNCH AND LEARN is a group level intervention designed to enable correctional nurses to provide up-to-date, high-quality medical care to HIV+ inmates. The key characteristics of Lunch and Learn are: the Continuing Nursing Education (CNE) credits offered to participating caregivers; the integration of care for HIV infection into primary medical care; the information network built between the nurses and experts in health-related fields and the focus on the relationship between nurses and their HIV+ patients.

CURRENT ACTIVITY SETTING

*University Hospital Medical Center,
Education Program*

- ✓ Directly links the client to medical care
- ✓ Gets the client in a conversation about starting medical care
- Brings the agency closer to where HIV+ people are so that the conversation can begin

I. DESCRIPTION

OBJECTIVES

- ▶▶ To strengthen correctional nurses' involvement in HIV care
- ▶▶ To provide correctional nurses with tools to better diagnose opportunistic infections
- ▶▶ To create and cultivate a network of professional support for correctional nurses

POPULATION SERVED

- ▶▶ Correctional care nurses working in state and federal prisons and jails

ACTIVITY DESCRIPTION

Lunch and Learn grants nurses who work in correctional facilities continuing education credit for attending educational seminars that provide accurate, up-to-date information on HIV infection, care, and treatment.



QUICK NOTES:

“The nurses really care about the patients. It makes sense to provide them with tools to teach people how to live with [HIV] disease,”

— ASSOCIATE PROFESSOR OF MEDICINE

Development and Implementation

- ▶▶ The team, consisting of an infectious disease doctor, nurse coordinator, and experts in health related fields, conducts a needs assessment among corrections nurses in HIV care.
- ▶▶ After reviewing the responses, the team determines the corrections nurses’ learning needs and which identified topic areas will be covered in the activity.
- ▶▶ The team designs the Lunch and Learn curriculum and divides it into 12, one-hour seminars.
- ▶▶ Each luncheon seminar addresses a different health care topic where HIV is integrated into other important medical fields (e.g., cardiology or primary care).

Accreditation

- ▶▶ The nurse coordinator applies for curriculum accreditation, so that the one-hour seminars qualify for CNE credits. Each seminar completed counts as one credit.
- ▶▶ The application for accreditation involves identifying the objectives, content, display of information, and evaluation of each seminar.
- ▶▶ The accreditation process requires a lead time of three to four months before the Lunch and Learn seminars begin.
- ▶▶ Once approved, the accreditation is valid for two years and allows some adaptation of the material.

Logistics

- ▶▶ The nurse coordinator from the team determines the date and time of the luncheon seminars and reserves a convenient location in the host hospital’s correctional unit for the 12 upcoming seminars.
- ▶▶ Also at this time, s/he reserves audio/visual equipment (e.g., laptops and a video screen) for each seminar so it’s available for presenter use.
- ▶▶ The infectious disease doctor and nurse coordinator select speakers for each seminar. Speakers include qualified professionals who can provide up-to-date information on the selected subject matter. Speakers are offered a \$50 gift certificate as an honorarium.
- ▶▶ The doctor and nurse obtain funding to pay for each monthly lunch.
- ▶▶ The team develops an evaluation form that asks participants for feedback on the quality of the presentation and the knowledge gained through the seminar. The form also serves as an “ongoing needs assessment” by asking participants what they will need to learn about the subject in the future.
- ▶▶ The nurse develops promotional material for each seminar. It includes the date, time and location of the seminar, the topics covered, and pre-registration requirements. It also states that the CNE credits and lunch are provided for free.
- ▶▶ Each seminar is publicized four weeks before its scheduled date.
- ▶▶ The nurse e-mails reminders to registrants just before the event.
- ▶▶ The nurse reviews the submitted registration information and orders lunch accordingly.
- ▶▶ Just before each seminar, the nurse prepares information packets for the participants, including copies of the speaker’s Power Point presentations (obtained in advance), supplementary information on the subject matter, and an evaluation form to assess the seminar. The packet also includes a request form for CNE credits that the nurses complete on the day of the seminar.

Scenario for a Lunch and Learn Seminar

- ▶▶ The nurse coordinator arrives early to make sure the buffet style lunch, the audio/visual equipment, and registration table are properly set up.
- ▶▶ The participants enter, register, and pick up material packets. They are invited to serve themselves lunch from the buffet table and find a seat.
- ▶▶ The team welcomes the participants and requests that they introduce themselves.
- ▶▶ The speaker is introduced.
- ▶▶ The speaker establishes an informal atmosphere by dressing casually and by emphasizing that the seminar is interactive. S/he invites participants to ask questions or make comments and encourages them to correct any mistakes they catch during the presentation.

- ▶▶ S/he presents on a health subject for 40 minutes, using flip charts, Power Point, videos, and other visuals to keep the participants engaged. Subjects may include bilingual HIV education tools for incarcerated patients, opportunistic infections (emphasis on diagnosis), discharge planning and continuity of care for patients being released, reproductive health of HIV+ women, hepatitis C and HIV co-infection, bio-terrorism, and HIV in Africa.
- ▶▶ Following the presentation, the speaker opens the conversation up for a question and answer session.
- ▶▶ The infectious disease doctor joins the conversation and helps relate the information that the speaker presented to the realities of corrections nursing.
- ▶▶ The nurse coordinator closes the seminar by asking participants to take a few minutes to complete the evaluation forms in their packets.
- ▶▶ The participants usually complete their CNE-credit request forms and submit them to the nurse coordinator before they leave the seminar to ensure quick processing. If time does not permit a participant to complete the form immediately after the seminar, s/he can mail it to the nurse coordinator later.
- ▶▶ The nurse coordinator reviews the evaluation forms with the medical director and often with the speaker. Future seminars may be modified based on the feedback received.
- ▶▶ The nurse coordinator submits the CNE credit requests, along with copies of the seminar-content description and registration sheet, to the education department in person for fast processing. S/he follows up on the requests to ensure that none is lost or delayed.

Two-Way Video Broadcast Option

While a luncheon seminar is taking place in the hospital's correctional unit, it can also be broadcast interactively to nurse participants in the correctional units of other facilities. Implementing a broadcast luncheon includes the following:

- ▶▶ The team selects two pilot sites that are correctional units willing to allow nurses to participate in the luncheon seminars via videoconference. It then identifies a coordinator at each site to organize participation and logistics.
- ▶▶ The nurse verifies that the units have the telecommunications infrastructure to support the broadcast seminar.
- ▶▶ The nurse sends flyers advertising the seminar to the selected remote coordinators who post them at appropriate locations in their respective correctional units. The flyers request that pre-registration be done through the remote coordinator who is onsite.
- ▶▶ Based on the number of attendees registered at the remote locations, the nurse coordinator prepares the appropriate number of participant packets and sends them to the remote coordinator four weeks in advance. (The packets contain the same information and materials outlined earlier, under Logistics.)
- ▶▶ S/he verifies with the remote coordinator that the equipment for the seminar is set up and working. Each remote site must have a video camera, satellite/T-2 line/telemedicine capability, and video screens with two-way capability.
- ▶▶ On the day of the seminar, all remote coordinators prepare their rooms and set up the food and packets.
- ▶▶ Participants enter, sign-in, receive their packets, help themselves to lunch, and take their seats for the seminar.
- ▶▶ At the end of the seminar, remote coordinators collect and mail to the nurse coordinator the "day-of" registration sheet and the CNE-request and evaluation forms.
- ▶▶ The nurse processes this paperwork in an identical fashion to a non-broadcast luncheon seminar.

PROMOTION OF ACTIVITY

- ▶▶ Brochures and flyers announcing the topic and speakers are sent by e-mail and post to correctional units and hospitals.
- ▶▶ Online advertising through hospital's online network
- ▶▶ Periodic mailings to correctional units

II. LOGISTICS

STAFF REQUIRED

- ▶▶ An infectious disease doctor to develop the curriculum, co-facilitate presentations, and help relate information presented by

non-corrections speakers to the work of corrections nurses

- ▶▶ A nurse to serve as seminar coordinator, helping to develop the curriculum, obtain seminar accreditation, and manage logistics of the seminars
- ▶▶ A planning committee to aid in the development of the curriculum. The committee includes the nurse coordinator, infectious disease doctor, and experts on topics to be covered in the seminars
- ▶▶ Two remote coordinators to handle class logistics at remote sites for broadcast seminars

TRAINING & SKILLS

- ▶▶ The infectious disease doctor should understand nursing and education.
- ▶▶ The nurse coordinator must have a keen understanding of nursing education and be knowledgeable in HIV infection and care.
- ▶▶ Someone on the team must have experience working in corrections systems.
- ▶▶ Presenters must understand nurses and nursing.

PLACE OF ACTIVITY

The seminar takes place in the conference room of a university hospital providing correctional health care. Broadcasts are received in correctional facility conference rooms or other appropriate spaces at remote sites.

FREQUENCY OF ACTIVITY

Monthly

OUTSIDE CONSULTANTS

Guest speakers

SUPPORT SERVICES

Audio visual (videoconferencing) support for live broadcasts to off-site locations

CONDITIONS NECESSARY FOR IMPLEMENTATION

- ▶▶ The team must have the support and collaboration of the warden and correctional staff at the host institution where the seminar is broadcast.
- ▶▶ The team must be able to obtain CNE accreditation for the seminars.

III. STRENGTHS AND DIFFICULTIES

STRENGTHS

- ▶▶ The seminar establishes a relationship between people who take care of patients and experts in the disciplines that the seminars feature.
- ▶▶ The teaching program helps to ensure that patients receive complementary information from different health providers.
- ▶▶ Coordinating such an educational effort strengthens the medical professional teams of participating facilities.
- ▶▶ At no cost, participating nurses can receive CNE credits, which are offered less frequently than other continuing education credits for nurses.

WEAKNESSES

The nurses' varying levels of training make it difficult to design a curriculum that meets everyone's educational needs.

DIFFICULTIES FOR CLIENTS

None

DIFFICULTIES FOR STAFF

- ▶ The team may discover that not all nurses are equally prepared to master the technical information covered.
- ▶ The team may encounter challenges getting correctional units to "sign on" because participation adds to their work load.
- ▶ The wait time for accreditation is lengthy.

OBSTACLES FOR IMPLEMENTATION

- ▶ Correctional units with existing education programs can be resistant to change or to adopting new programs.
- ▶ There is sometimes a need to justify the dedication of extra resources to HIV training. Within the correctional facility culture, staff members may perceive the activity as "special treatment" because they are unaware of how much training is needed to successfully manage HIV disease.

ACTIVITY NOT SUITED FOR

N/A

IV. OUTCOMES

EVALUATION

- ▶ Evaluation forms are collected after each seminar.
- ▶ Informal feedback from nurses and correctional staff
- ▶ Tracking by the infectious disease doctor of calls received from nurses following a seminar
- ▶ Periodic analysis of HIV+ inmates' health records

EVIDENCE OF SUCCESS

- ▶ Following a seminar, the number of calls to the infectious disease doctor from nurses seeking advice on caring for HIV+ inmates or reporting a health related problem increases.
- ▶ Nurses report thinking more critically about patients and their care.
- ▶ At participating facilities, the death rate has decreased in the prison population and more HIV+ inmates are achieving undetectable viral loads.
- ▶ Correctional facility personnel report improvements in HIV care.

UNANTICIPATED BENEFITS

The activity helps to create a coordinated team across the state and within the correctional units of participating facilities.

“CONNECTING TO CARE” ELEMENTS OF ACTIVITY

- ▶▶ The nurses apply the information they learn to their work and are able to provide better care and information to HIV+ inmates.
- ▶▶ The CNE credits, offered at no cost to attendees of the seminar, are a strong incentive that greatly increases nurse participation.
- ▶▶ The activity fills a gap in HIV medical education for correctional nurses.
- ▶▶ The seminars are tailored to nurses working in a correctional facility environment who have a constant need for the latest information on HIV medical care.
- ▶▶ Nurse participants begin to think critically and to look holistically at HIV care and the patient.

KEEP IN MIND...

- ▶▶ Make sure the seminar is CNE accredited before advertising it as such.
- ▶▶ Be persistent if you only have a few participants at first.
- ▶▶ Start out with seminars every two to three months to get used to the amount of work each involves.
- ▶▶ Be sure you are not stepping on others' perceived turf.
- ▶▶ Be prepared to justify your additional spending on HIV.