

Development of a meaningful staff development resource

as a participatory activity in continuing care

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As part of the end-of-grant KT for the study, "From Cooperative Learning Strategies to Quality Continuing Care (CC) Workplaces" or Learning Circle (LC) project, the Research Team developed a user-friendly toolkit using a collaborative, participatory approach. The toolkit helps CC sites establish and sustain LCs as a means of effective workplace learning and support for clinical practice changes. The toolkit development was based in theory and research results and then validated through a cyclical process with site LC representatives. The Research Team recognized that 'real life' and theory don't always agree and it was important to get the practical and realistic perspective of the providers.

What is the toolkit?

- Documentation of useful knowledge, structures, and resources for implementing and sustaining LCs within CC settings
- Based on the advice and experience of the project participants and adult learning theory
- Education/training resources for 3 target audiences: educators/facilitators; site leaders; organizational decision makers
- Specific information to support unit/team, site and organizational implementation

What is the Purpose?

- To share an education and learning tool with the CC sector
- Familiarize individuals with the role of LCs in practice
- Provide necessary resources and supports to implement, evaluate, and sustain LCs at CC sites

How was it developed?

- Review of literature and theory
- Development of education and evaluation project resources
- Implementation and evaluation of LCs across 9 CC sites
- Workshop held with project participants (organizational sponsors, site sponsors, facilitators, coaches)
- Refinement and further development of implementation tools
- Online resources developed as a LC
- Ongoing evaluation of sustainability of LCs and toolkit



<http://www.iccer.ca/toolkit.html>

Conclusions

- Using a participatory process resulted in a more effective knowledge translation tool for the CC sector.
- Toolkit is housed within a community of practice for education and research in CC allowing for further participatory development.
- Online resources allow for easy and timely access by those in the CC sector.
- PIs King & Friesen are currently evaluating the sustainability of LCs and the use of the toolkit.



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