Enhancing Pharmacy Services Utilizing a Layered Learning Model

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Disclosure

• Presenters have no relevant financial disclosures in reference to the presentation.

Objectives

• Define 3 key attributes of designing and implementing an effective layered learning practice model (LLPM)

• Differentiate between the various roles for each member of the LLPM

• Identify challenges faced when implementing and utilizing a LLPM
Definition of LLPM

• Pharmacy model founded on integrating a service based “pharmacy team” within the larger interdisciplinary team

• Example of LLPM
  ▫ Cleveland Clinic
  ▫ University of North Carolina – Chapel Hill

Members of LLPM

All team members are responsible for precepting/ training learners in the level below them.

Purpose of LLPM

• Use resources most effectively to expand/provide pharmacy services
  ▫ Allows for further training and development of next generation of pharmacy practitioners
  ▫ May allow for future resident positions

Using each learner to their full capacity to improve and advance patient care.
Pharmacy Services

- Medication histories
- Reconciling medications during transitions of care
- Patient medication education
- Documentation of patient encounters
- Protocols
- Patient counseling

*Highly variable depending on site and specialty*

Key Attributes for LLPM

1. Shared Leadership
2. Systematic Approach
3. Good Communication
4. Flexibility for Attending Pharmacists
5. Adequate Resources
6. Commitment
7. Evaluation

1 - Shared Leadership

- Align goals and leadership between school of pharmacy and hospital/health system
- Shared philosophies

2 - Systematic Approach

• Common goals and plan
• Strategic training method for all teachers

3 - Good Communication

• Engage organization and department
• Emphasize goals of LLPM, operations, participants, and mission
• Continually share challenges and successes

4 - Flexibility for Attending Pharmacist

• Tailor to the environment and attending pharmacist’s practice environment

5 - Adequate Resources

• Form services within existing resources and infrastructure
6 - Commitment

• Engagement and dedication from all parties
  ▫ School of pharmacy
  ▫ Attending pharmacists/residents
  ▫ Hospital/health system

• Key to sustainability

7 - Evaluation

• One individual appointed to oversee development and implementation of LLPM

• Continually assess and re-evaluate needs and challenges

• Coordinate communication and feedback between all groups

Advantages and Challenges of LLPM
## Challenges

- Change in precepting process
- Variation in learner ability
  - Resident vs student
- Time constraints
  - Preceptors
  - Patients
- Space limitations

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## Advantages

- Advancement of pharmacy practice
- Enhance learning process using active learning
- Mirrors the medical team model
- Incorporation of student pharmacists into direct patient care

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## Advantages Continued

- Improved efficiency and effectiveness of practice site
- Resident teaching experience – Objective R4.2.1 & R4.2.2
- Pharmacy advocacy and patient access to education
Group Discussion

Group Question 1

• Are any of your practice sites using a layered learning model?
  ▫ What does this look like?
  ▫ Who is involved?
  ▫ Are there targeted activities for the learners?
  ▫ Discuss your training/development tools as well as feedback/evaluations for teachers (preceptors/trainers).

Group Question 2

• What is the biggest challenge your site faces?
  ▫ How are you handling these challenges?

• What are some of the benefits/successes?
Group Question 3

- How do you prepare residents and preceptors to utilize this model?

Practice Scenarios

- Layered learning models allow for expansion of services and improved patient care
- Players in the model include:
  - Attending pharmacist
  - Staffing pharmacist/technician
  - PGY1/PGY2 residents
  - APPE/IPPE students
- Success involves constant communication, leadership, flexibility, and processes for evaluation
Questions?

References

