

2021-2023 APRN Fellowship Program Guide

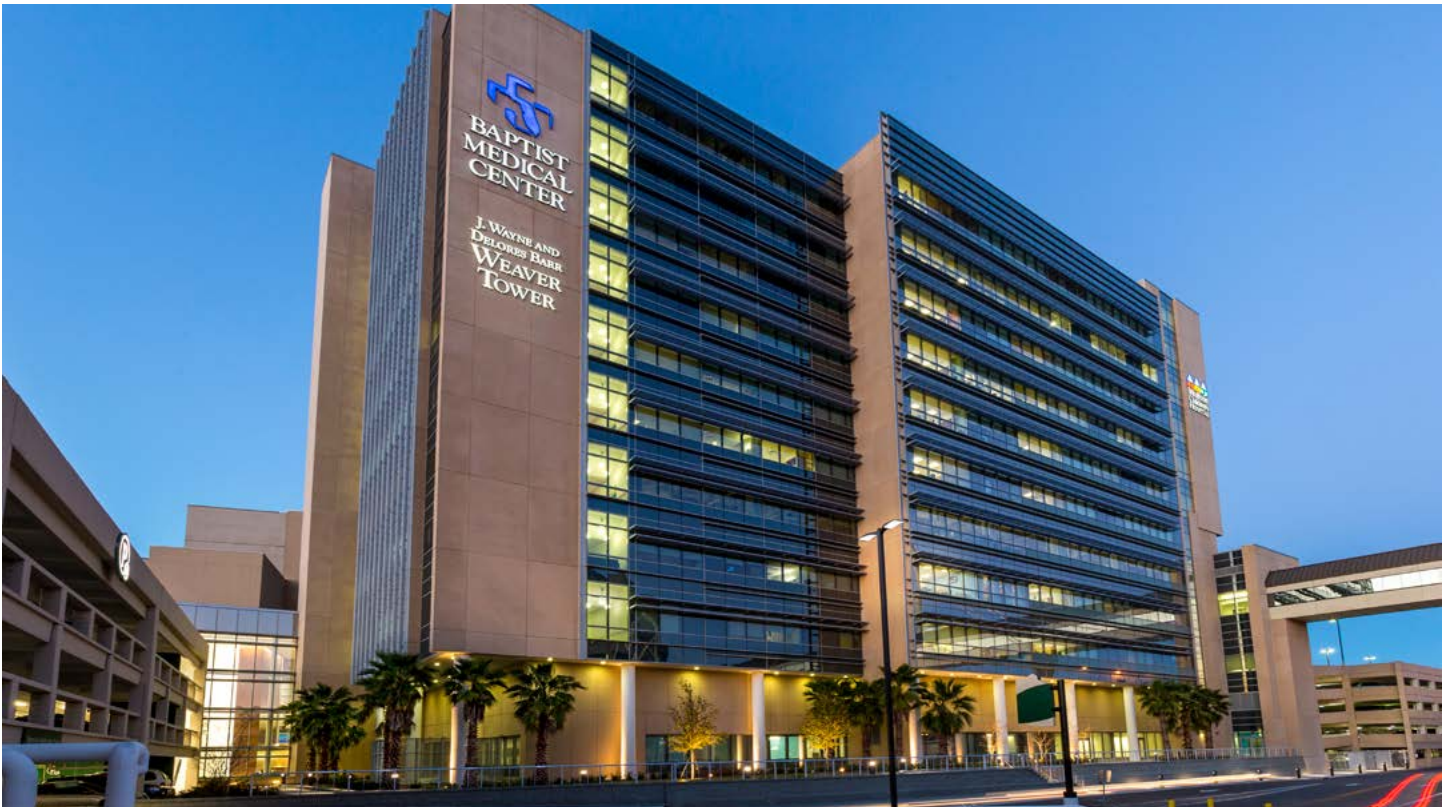
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I. Introduction: Baptist Health

Baptist Health is North Florida’s most comprehensive healthcare system, providing unparalleled access to quality care at every stage of life. Founded in 1955, Baptist Health is the area’s only locally owned and governed healthcare provider. Baptist Health provides a full range of inpatient, outpatient, and home-based health care services to the families of our region.

Baptist Health is a faith-based, not-for-profit health system comprised of five nationally accredited hospitals, with 1,154 beds, including Baptist Medical Center Jacksonville, Wolfson Children’s Hospital, Baptist Medical Center Beaches, Baptist Medical Center Nassau, Baptist Medical Center South, and Baptist Clay Medical Campus. Baptist Health also includes 45 primary care offices, as well as home health, behavioral health, pastoral care, rehabilitation services, occupational health, and urgent care. Baptist Health is the region’s most preferred health system and one of *Modern Healthcare’s* top 100 places to work. More than 1,300 physicians are on staff at our hospitals, representing virtually all medical specialties. Baptist Health serves a diverse population drawn from urban, suburban, and rural settings.

BAPTIST HEALTH: MISSION & CORE VALUES (CARES)

It is the mission of Baptist Health to continue the healing ministry of Christ by providing accessible, quality health care services at a reasonable cost in an atmosphere that fosters respect and compassion. This is accomplished through the health system and its employees exemplifying specific core values, which are also referred to as CARES:

- *Community Advocacy* – Promote the health of the community and individuals in need through responsible action and charitable service.

- *Respect* – treat those we serve and each other with dignity, compassion and integrity and foster a culture of inclusiveness that celebrates the diversity of all individuals.
- *Excellence* – Exceed the quality and service expectations of those we serve through inclusive and innovative efforts, constant evaluation of results and celebration of achievements.
- *Stewardship* – Render cost effective, compassionate, quality health care through responsible management of resources.



JOINT COMMISSION & COMMUNITY

Baptist Health has received national and regional recognition for its quality healthcare. As an accredited hospital system, Baptist Health is constantly striving to improve patient care and safety. To that end, The Joint Commission updates the National Patient Safety Goals (NPSG) annually.

II. Baptist Behavioral Health (BBH)

Since 1976, Baptist Behavioral Health has provided high-quality mental health care for adults, children, and families. Baptist Health and Baptist Behavioral Health value the importance of mental and emotional status as vital components of overall health. We provide a full continuum of mental health care services, including outpatient, inpatient, day stay programs, and crisis management. Our behavioral health practitioners are integrated into primary care, oncology and hematology, neurology, bariatric care, sleep medicine, and beyond.

Individuals treated at BBH experience the full spectrum of psychiatric disorders, from the relatively mild and acute, to those more severe and chronic

in nature. The clientele is ethnically and racially diverse, spanning developmental stages, from pediatrics through geriatrics. Comprehensive and specialty services are available, ranging from brief psychotherapy, assessment, medication management, to intensive stabilization of serious mental illness (SMI). In accordance with Baptist Health’s mission and core values, Baptist Behavioral Health delivers ethical and evidence-based psychological support to meet each patient’s unique needs.

Baptist Behavioral Health is currently comprised of 19 locations, including outpatient and inpatient centers, region-wide. This network is continually expanding its geographical scope of practice in order to service areas with limited mental health resources. In addition to the department’s accessible community healthcare locations,



BBH staffs approximately 100 multidisciplinary behavioral healthcare providers to skillfully assess and treat a multitude of emotional concerns, psychiatric symptoms, and diagnoses. Our interdisciplinary team includes psychologists, psychiatrists, psychiatric nurses and nurse practitioners, mental health counselors, recreational therapists, art therapists, clinical social workers, psychometricians, crisis-management staff, and mental health technicians. With this expansive framework, BBH is equipped to provide treatment for all mental health populations across the lifespan.

OUTPATIENT SERVICES

Baptist Behavioral Health has a wide range of convenient outpatient options and conducts approximately 65,000 visits annually. Through the outpatient venue, we provide personalized and evidence-based mental health services that focus on the needs of the whole person. Baptist Behavioral Health offers psychological, psychiatric and counseling services on an outpatient basis for adults, adolescents, and children. We offer psychological testing, individual therapy, family therapy, and medication management. Our multidisciplinary team of clinicians expertly assesses and treats a variety of concerns and clinical disorders including:

- Mood Disorders (Depression, Bipolar Disorder)
- Anxiety, Obsessive Compulsive Disorder (OCD), and Panic Disorders
- Neuropsychological Disorders, Dementias, Traumatic Brain Injury (TBI)
- Sleep Problems/Disorders
- Couples/Marital Counseling and Family Therapy
- Grief Counseling
- Eating/Feeding Disorders
- Bariatric Surgery Counseling
- Child and Adolescent Concerns
- Behavioral Issues/Anger Control/ODD
- Neurodevelopmental/Learning Disorders
- Autism Spectrum Disorders (ASD)
- Attention Deficit Hyperactivity Disorder (ADHD)
- Substance Use/Addictions
- Posttraumatic Stress Disorder (PTSD), Trauma, Abuse/Neglect
- Perinatal/Postpartum Mood Disorders
- Aging/End of Life
- LGBTQIA
- Medical Concerns/Terminal Disease/Palliative Care
- Phobias
- Pain Management
- Suicidality/Self-Harm
- Psychoses/Schizophrenia

TREATMENT MODALITIES & EVALUATIONS

- Medication Management
- Individual and Group Therapy
- Telehealth
- Electroconvulsive Therapy (ECT)
- Transcranial Magnetic Stimulation (TMS)
- Applied Behavior Analysis (ABA)
- Parent Child Interaction Therapy (PCIT)
- Diagnostic Evaluations
- Psychological Testing
- Bariatric Pre-Surgical Evaluations

NEUROPSYCHOLOGICAL TESTING

We offer a variety of testing services including adult and pediatric neuropsychological assessment, learning disorder evaluations, and academic performance testing. Our adult and child neuropsychologists are proficient in assessing the relationship between brain functioning and behavior for issues such as:

- Acquired Brain Injury (Traumatic – Open/Closed; Non-Traumatic Brain Injury – Stroke, Anoxia, Infections/ Metabolic Disorders, Tumors)
- Neurodegenerative Disease (Alzheimer’s Disease, Vascular Dementia)
- ADHD evaluations
- Academic Accommodations for ADHD and Learning Disorders
- Gifted testing

EMPLOYEE ASSISTANCE PROGRAMS

Personal problems and stress can undermine an employee’s health, happiness, job satisfaction, and work performance. Baptist Behavioral Health contracts with companies throughout Northeast Florida to provide a full range of Employee Assistance Programs. Our clinical staff provide excellent resources for managers and supervisors who face employee distress, concern and productivity issues. Examples of problems that are handled effectively through EAP are:

- Work and employment problems
- Depression
- Emotional distress
- Family or marital crisis
- Time management
- Life adjustment issues: death, divorce, etc.
- Behavioral problems
- Stress-reduction



INPATIENT SERVICES

Baptist Health is proud to offer the area's only mental health resource of its kind. Baptist Health provides a full range of inpatient services for adults, adolescents, and children requiring hospital-based care. Our adult inpatient behavioral health facility overlooks the St. Johns River and is designed with light-filled spaces that include peaceful river-themed artwork.

ADULT INPATIENT BEHAVIORAL HEALTH UNIT — this riverfront unit specializes in stabilizing patients who are experiencing depression, severe anxiety, addiction and other forms of psychiatric distress. Following psychiatric stabilization, our acute facility prepares patients for discharge by scheduling hospital follow-up appointments with outpatient providers and other community resources.

Our 34-bed adult inpatient behavioral health department consists of three separate acuity-based units. The geriatric and medically complicated unit has nine beds and provides care to our most vulnerable and dependent patients. Typically, those patients are considered “total care,” those and may suffer from dementia or have a medical condition that complicates treatment. For patients who are experiencing psychosis, are dangerous to themselves or others, or who benefit from a smaller and structured environment, there is also an 8-bed unit that provides intensive supervision. For patients who function more independently, our 17-bed open unit provides more freedom and social interaction among patients. All patient rooms have windows overlooking the St. John's River, which contributes to a soothing milieu.

We employ a multidisciplinary team of psychiatrists, psychologists, nurses, social workers, recreational therapists, and mental health technicians that provide 24/7 care. Multidisciplinary team meetings occur twice weekly to review patient status and plan for discharge. Various evidence-based groups are conducted each day to educate patients about their condition and increase their coping skills. Master's level therapists on the unit, and from our IOP department, run the groups, as well as supervised interns when they are present. In collaboration with

the University of Florida Medical School, psychiatry residents often rotate on the unit as well. In addition to medication management on the unit, psychiatrists provide consultation services at all hospital locations and perform ECT.

CHILD & ADOLESCENT INPATIENT BEHAVIORAL HEALTH UNIT

Our children's inpatient unit is located in the Weaver Tower in Wolfson Children's Hospital on the Downtown Campus. This unit was designed with children and teens in mind. While comfortable with a homelike feel, both facilities offer state-of-the-art features that meet the therapeutic needs of our patients. Special care is taken with patients to provide a welcoming and secure environment, including restricted access for patient safety and privacy. Wolfson Children's Hospital provides pediatric behavioral health services in partnership with Nemours Children's Specialty Care and Baptist Behavioral Health.

This 14-bed unit specializes in the care of children and adolescents who are experiencing acute emotional and behavioral problems that disrupt their ability to function in multiple domains of life. Separate care environments and interventions are provided for children (ages 6-11) and adolescents (ages 12-17). There is a daily schedule allowing patients to attend group therapy, art and music therapies, a group with the Child Life specialist, yoga, and other recreational therapies.

Parents or legal guardians may visit twice a day and children are allowed a phone call home each night. Treatment may involve stabilization, ongoing assessment, crisis intervention, medication management, individual, family and group therapy, as well as discharge planning and follow-up care. Average length of stay is approximately 3-5 days depending on a child's progress and needs.



DAY STAY PROGRAMS

Baptist Health offers an array of intensive treatment options for individuals requiring outpatient treatment for psychiatric disorders and chemical dependency.

ADULT PARTIAL HOSPITALIZATION & INTENSIVE OUTPATIENT PROGRAMS

This program provides care to adults who do not need the structure of an inpatient setting, yet require more intensive therapy than outpatient services. Patients participate in both group and individual therapy sessions that operate Monday through Friday, from 8:30 AM to 2:30 PM for approximately 7 to 10 days.

CHILD & ADOLESCENT PARTIAL HOSPITALIZATION

This program at Wolfson Children's Hospital includes an intensive outpatient program designed to provide family-centered care to children and adolescents who require intensive therapy yet do not meet criteria for admission to the inpatient unit. Therapeutic goals focus on helping patients and families develop strengths and make positive choices.

ACUTE CRISIS MANAGEMENT

EMERGENCY CENTER EVALUATIONS

When someone arrives at a Baptist Health emergency center with a mental health crisis, our registered nurses and behavioral health clinicians perform assessments to determine the appropriate level of care and psychiatric treatment.

BAPTIST CRISIS MANAGEMENT

The Behavioral Care Management Department (BCM) is the primary entry point for patients admitted to the ED. They also furnish an invaluable service to the community by providing a 24-hour crisis answering hotline and serve as an after-hours call service for providers and patients in the Outpatient Behavioral Health Department.

BCM is comprised of three staff teams. The first team, Crisis Response Counselors, consists of bachelors-level staff that answers the phones 24/7 and triage patients to services that best fit their needs. They are also responsible for obtaining pre-authorizations for services. The second team of Mental Health Evaluators performs mental health assessments on all adult and child psychiatric admissions to the ED. They make level of care determinations and assist in placing patients either at one of the Baptist facilities or at another facility in the community depending on bed availability and other resources. Utilization nurses make up the third team and are responsible to obtain authorization for continued stay.

THE BAPTIST HEALTH BRIDGE PROGRAM

The Baptist Health Bridge Program serves patients in the Baptist Health system and surrounding community who require emergent mental health treatment. Services include psychiatry, psychotherapy, and risk/lethality assessments. Depending on acuity, patients may have same day, scheduled urgent and transitional appointments. This approach promotes continuity of services, efficiency in care, and overall improved well-being for our patients and their families. The Bridge is designed to serve pediatric and adult patients that are:

- Transitioning from higher level, inpatient psychiatric care to outpatient mental health treatment, requiring follow-up appointments post-hospital discharge

- Established within Baptist Outpatient Behavioral in need of more immediate assistance with their care coordinated with their outpatient provider.
- Not currently a danger to themselves or others but are experiencing an increase in mental health symptoms, placing them at higher risk of becoming a danger to themselves or others, needing more urgent support.



SPECIALTY SERVICE LINES

NEUROPSYCHOLOGY

Baptist Health employs several pediatric and adult neuropsychologists. They offer a wide variety of personalized testing services for patients across the lifespan. Baptist Health’s neuropsychologists utilize standardized assessments to understand the relationship between the brain, cognitive function, and observable behavior. The focus of such assessments vary, depending on the injury or suspected neurological disease and neuropsychological sequelae. Common reasons for a neuropsychological testing referral include: traumatic brain injury (TBI), neurodegenerative disease (i.e., dementias), stroke, in addition to neurodevelopmental and learning disorders.

HOSPITAL BASED CONSULTATION/LIAISON SERVICE

Baptist Health provides psychological and psychiatric care to medical patients admitted to Baptist Medical Center Jacksonville and Wolfson’s Children Hospital. These behavioral health clinicians provide services for various health-related concerns, including spinal cord injury (SCI) traumatic brain injury (TBI), cerebrovascular accident (e.g., ischemia, hemorrhage), other neurological disorders, acute stress responses, chronic pain, and general maladjustment to injury/disease and hospitalization.

TREATMENT RESISTANT DEPRESSION (TRD) CLINIC

Baptist Behavioral Health offers various specialized interventions for treatment resistant depression. These include Electroconvulsive Therapy (ECT) and Transcranial Magnetic Stimulation (TMS). TMS uses targeted magnetic pulses, similar to those used in an MRI machine, to alter the patterns of the brain to decrease symptoms of depression. TMS works by stimulating and awakening areas of the brain that are usually less active in depressed patients. This specialized intervention can alleviate the symptoms of depression and improve a patient’s quality of life.



BAPTIST MD ANDERSON CANCER CENTER – HEMATOLOGY & ONCOLOGY

Our psychologists at Baptist MD Anderson Cancer Center provide behavioral healthcare to patients and their family members. This service helps individuals cope with the physical and emotional issues that often become consequences of cancer diagnosis and treatment. These clinicians are skilled at treating a range of emotions and physical changes associated with a cancer diagnosis. Common foci of psychological treatment include anxiety, depression, grief, pain, appetite and sleep disturbances.

BARIATRIC & EATING DISORDERS

Baptist Behavioral Health has a team dedicated to caring for bariatric patients. Our psychologists and other licensed mental health professionals have specialized training and expertise in performing pre-bariatric surgery psychological evaluations. We work closely with other members of the bariatric team, including the surgeon, physician assistants, dietitians, and bariatric coordinator to ensure the patient is receiving comprehensive care. The behavioral health team also provides psychological treatment for behavioral weight management and eating disordered behaviors.

MATERNAL MENTAL HEALTH (MMH)

Baptist Behavioral Health created a specialized service line to address the growing mental health concerns associated with the perinatal and postpartum periods. Our Maternal Mental Health specialty is designed to identify and manage emotional challenges that are related to all aspects of maternal health. Baptist Behavioral Health focuses on early detection of mothers' emotional distress and any changes in functioning. To promote mothers' psychosocial well-being, BBH employs various evidence-based treatments, either in individual or group therapy format.

APPLIED BEHAVIOR ANALYSIS (ABA) PROGRAM

Baptist Health offers an Applied Behavior Analysis (ABA) program. ABA is an evidence-based treatment for autism spectrum disorders or developmental disabilities. The principles associated with ABA are extensions of behavioral methodologies (i.e., operant conditioning) incorporated into practical settings. Variations of ABA include behavior modification or behavior therapy, both designed to aid patients with communication challenges, in addition to a reduction of abnormal or problematic behaviors.

BEHAVIORAL SLEEP MEDICINE PROGRAM

The providers at Baptist Health Behavioral Sleep Medicine Program are experts in the assessment, diagnosis, and treatment of sleep disorders. Our BBH clinicians are a part of the multidisciplinary sleep centers team, providing consultation and liaison services. Following a comprehensive evaluation, recommendations are provided, including behavioral (non-medication) treatments for a variety of sleep problems. The clinic focuses on behavioral treatments that are effective and longer lasting than traditional medication options. In fact, both the American College of Physicians and American Academy of Sleep Medicine recommend behavioral interventions as the first line of treatment for adults with insomnia.

III. Training Program Model and Philosophy

The Psychiatric/ Mental Health APRN Fellowship program is a two year practicum experience. Our goal is to deliver a scholarly, intensive, empirically-based, patient-centric curriculum to APRN fellows focused on continuity of care, excellence in evidence based treatment, and interprofessional collaboration. The program is designed to build on knowledge and skills gained in PMHNP graduate programs. It prepares nurse practitioners for professional leadership, education and translation of research into practice. The training model is developmental in nature, with consideration given to the varying levels of skill and experience among fellows. The applied training methods also seek to be in accordance with Psychiatric-Mental Health Nursing: Scope and Standards of Practice 2014 Edition (APNA &ISPN); Population-Focused Nurse Practitioner Competencies: Psychiatric-Mental Health, (National Organization of Nurse Practitioner Faculties, 2013); ANCC Specialty Board Requirements; and The Florida Nurse Practice Act, Chapter 464, Florida Statutes.

Baptist Health promotes a welcoming atmosphere to enhance individual and professional growth by offering a series of clinical rotations, extensive supervision, and formal didactics. The program's philosophical approach to training is person-centered, collaborative, and responsive. Consideration is given to each fellows' individual educational goals and clinical areas of interest. There is ongoing dialogue, both informally and formally, to facilitate the accommodation of preferences.

Baptist Behavioral Health offers inclusive mental health care services within outpatient centers, inpatient units, day stay programs, the emergency department, and The Bridges Clinic. In this training environment, fellows are provided an opportunity to work with a wide variety of populations that experience a full range of mental health concerns and diagnoses. These include severe mental illness (SMI), neurocognitive impairments, mood disorders, substance use, eating disorders, and behavioral issues. This well-rounded exposure promotes a comprehensive and robust clinical education experience.

Clinical Competencies, Skills, and Knowledge

CORE COMPETENCIES

Baptist Health defines performance standards based on established profession-wide competencies and training guidelines. This systematic and evidence-based approach is essential to the successful professional development of our students. To accomplish such outcomes, our program requires trainees to develop certain competencies that prepare them for professional practice as identified in Population-Focused Nurse Practitioner Competencies: Psychiatric-Mental Health, (National Organization of Nurse Practitioner Faculties, 2013). The Baptist Health APRN Fellowship Program emphasizes and evaluates the following nine Competency Areas:

- i. Scientific Foundation
- ii. Leadership
- iii. Quality
- iv. Practice Inquiry
- v. Technology and Information Literacy
- vi. Policy
- vii. Health Delivery System
- viii. Ethics
- ix. Independent Practice

Scientific Foundation Competencies

- Critically analyzes data and evidence for improving advanced nursing practice.
- Integrates knowledge from the humanities and sciences within the context of nursing science.
- Translates research and other forms of knowledge to improve practice processes and outcomes.
- Develops new practice approaches based on the integration of research, theory, and practice knowledge

Leadership Competencies

- Assumes complex and advanced leadership roles to initiate and guide change.
- Provides leadership to foster collaboration with multiple stakeholders (e.g. patients, community, integrated health care teams, and policy makers) to improve health care.
- Demonstrates leadership that uses critical and reflective thinking.
- Advocates for improved access, quality and cost effective health care.
- Advances practice through the development and implementation of innovations incorporating principles of change.
- Communicates practice knowledge effectively both orally and in writing.
- Participates in professional organizations and activities that influence advanced practice nursing and/or health outcomes of a population focus.

Quality Competencies

- Uses best available evidence to continuously improve quality of clinical practice.
- Evaluates the relationships among access, cost, quality, and safety and their influence on health care.
- Evaluates how organizational structure, care processes, financing, marketing and policy decisions impact the quality of health care.
- Applies skills in peer review to promote a culture of excellence.
- Anticipates variations in practice and is proactive in implementing interventions to ensure quality.

Practice Inquiry Competencies

- Provides leadership in the translation of new knowledge into practice.
- Generates knowledge from clinical practice to improve practice and patient outcomes.
- Applies clinical investigative skills to improve health outcomes.
- Leads practice inquiry, individually or in partnership with others.
- Disseminates evidence from inquiry to diverse audiences using multiple modalities.
- Analyze clinical guidelines for individualized application into practice

Technology and Information Literacy Competencies

- Integrates appropriate technologies for knowledge management to improve health care.
- Translates technical and scientific health information appropriate for various users' needs.
 - Assesses the patient's and caregiver's educational needs to provide effective, personalized health care.
 - Coaches the patient and caregiver for positive behavioral change.
- Demonstrates information literacy skills in complex decision making.
- Contributes to the design of clinical information systems that promote safe, quality and cost effective care.
- Uses technology systems that capture data on variables for the evaluation of nursing care.

Policy Competencies

- Demonstrates an understanding of the interdependence of policy and practice.
- Advocates for ethical policies that promote access, equity, quality, and cost.
- Analyzes ethical, legal, and social factors influencing policy development.
- Contributes in the development of health policy.
- Analyzes the implications of health policy across disciplines.
- Evaluates the impact of globalization on health care policy development.

Health Delivery System Competencies

- Applies knowledge of organizational practices and complex systems to improve health care delivery.
- Effects health care change using broad based skills including negotiating, consensus-building, and partnering.

- Minimizes risk to patients and providers at the individual and systems level.
- Facilitates the development of health care systems that address the needs of culturally diverse populations, providers, and other stakeholders.
- Evaluates the impact of health care delivery on patients, providers, other stakeholders, and the environment.
- Analyzes organizational structure, functions and resources to improve the delivery of care.
- Collaborates in planning for transitions across the continuum of care.

Ethics Competencies

- Integrates ethical principles in decision making.
- Evaluates the ethical consequences of decisions.
- Applies ethically sound solutions to complex issues related to individuals, populations and systems of care

Independent Practice Competencies

- Functions as a licensed independent practitioner.
- Demonstrates the highest level of accountability for professional practice.
- Practices independently managing previously diagnosed and undiagnosed patients.
 - Provides the full spectrum of health care services to include health promotion, disease prevention, health protection, anticipatory guidance, counseling, disease management, palliative, and end of life care.
 - Uses advanced health assessment skills to differentiate between normal, variations of normal and abnormal findings.
 - Employs screening and diagnostic strategies in the development of diagnoses.
 - Prescribes medications within scope of practice.
 - Manages the health/illness status of patients and families over time.
- Provides patient-centered care recognizing cultural diversity and the patient or designee as a full partner in decision-making.
 - Works to establish a relationship with the patient characterized by mutual respect, empathy, and collaboration.
 - Creates a climate of patient- centered care to include confidentiality, privacy, comfort, emotional support, mutual trust, and respect.
 - Incorporates the patient’s cultural and spiritual preferences, values, and beliefs into health care.
 - Preserves the patient’s control over decision making by negotiating a mutually acceptable plan of care.

IV. Clinical Experiences

Fellows have the opportunity to train in a variety of behavioral health settings, use multiple therapeutic interventions, and conceptualize cases from different theoretical orientations. Fellows function as members of the interdisciplinary team, attending and contributing to relevant meetings as scheduling allows. Fellows are encouraged to integrate their prior academic coursework and professional experiences into their clinical training at Baptist Health in order to strengthen their overall learning outcomes.

- 20% of the curriculum is focus on clinical scholarship including interprofessional seminars, Psychiatry Grand Rounds, NP seminars, Journal Review, and fellows' Capstone project.
- 80% Clinical Rotations
- Capstone Project will be presented and the end of the 2 year fellowship. The purpose of the Capstone Project is to allow the fellow to identify an area of need for practice change and an opportunity to translate research into practice. The project will be presented to the selection committee and BBH Leadership.

Assessment and Intervention

Fellows receive didactic and supervised training in case conceptualization skills, clinical interviewing, diagnostic assessment, and medication management. Training complexity in each area is based on developmental level.

Treatment and related therapeutic services are guided by evidence-based practice, which integrates empirical research into current clinical work. Treatment decisions are made in the context of individual patient characteristics, preferences, environment, and culture. In addition, interventions are tailored to accommodate these distinctive elements in order to provide client-centered and comprehensive behavioral healthcare. Thus, a primary emphasis of the fellows' training is to consider unique lived experiences and diversity to enhance their case formulations and subsequent interventions.

Tracks and Rotations

1. Adult/Adolescent Inpatient Units
2. Adult/Adolescent Consult Liaison Service
3. Emergency Department
4. Telehealth
5. Outpatient (Bridges Program)

Orientation and Schedule

APRN Fellows are introduced to Baptist Behavioral Health through a comprehensive orientation to the hospital system and training program during their first few weeks. Fellows receive provider EHR training in addition to didactics reviewing key components and standards of documentation. Fellows are provided a tour of facilities and introduction to the clinical team. Following this initial onboarding, fellows shadow preceptors and other clinical staff throughout their daily routines. This period of observation serves to develop the fellows' familiarity with the department prior to engaging in any independent clinical work.

V. Supervision

Supervision is an essential training component emphasized throughout the practicum, across tracks and rotations. The Baptist Health APRN Fellowship program adheres to a developmental and experiential model of supervision, which may be characterized as a "mentor-mentee" approach. Within this framework, clinical preceptors are professional role models that allow fellows to observe their clinical practice, afford various training experiences matched to fellows' developmental level, and provide feedback on related performance. Whenever possible, supervision is enhanced through direct observation of the fellows' clinical work and critical thinking. The supervisor also encourages the growth of trainees' individual strengths and autonomy over the course of the

program. Accordingly, training is structured to promote increasing independence to enrich fellows' evolution as APRNs.

Individual Supervision

Fellows will receive at least one hour of individual supervision weekly with a Psychiatrist either on-site or virtually (Zoom). In practice, fellows are often afforded more supervision as a result of the program's training model and teaching philosophy. APRN fellows will have access to supervisors with varied areas of expertise and specialties. The supervision process involves a combination of direct and indirect observation (e.g., performing intake interviews, individual/group treatment, and medication management). Fellows seek regular consultation with preceptors to guide clinical decisions. The supervision hour may take on various forms, such as discussing conceptualizations or treatment recommendations, incorporating process-style dialogue, rehearsing clinical interventions, and reviewing documentation. This direct observation of students provides essential information regarding their development of competencies. The program acknowledges the significance of establishing quality supervisory relationships and the impact of such interpersonal dynamics on learning outcomes. Baptist Behavioral Health staff seek to foster an open and safe training environment, in which candid feedback from fellows is welcomed and integrated into their clinical experiences.

Group Supervision

Fellows will participate in one hour of group supervision each week. This meeting is conducted by a psychiatrist and held on-site or virtually (Zoom). Group supervision is a valuable teaching and mentoring experience. Fellows practice observational learning, perspective taking, and modeling professionalism. Further, this unique structure of supervision provides opportunities to build upon critical professional skills such as peer feedback/supervision, public speaking/presenting, and interpersonal effectiveness. Through a group format, fellows may also participate in an active dialogue about ethical issues and case conceptualization. During group discussions, fellows are asked to consider peer and multidisciplinary perspectives in order to maximize the effectiveness of social learning opportunities.

The training program's group supervision primarily focuses on:

- Acclimation to Clinical Environment
- Training Questions/Concerns
- Ethics in practice
- Clinical Case /Assessment Presentations
- Professional Development
- Fellow Wellness

Group supervision includes informal presentations that review treatment and assessment cases. The meeting also addresses updates related to the hospital/department and current events that may affect clinical practice. In line with Baptist Health's appreciation for culture and individual difference, diversity discussions regarding current EBP and fellows' personal experiences/insights may occur.

Group meetings are held on Fridays from 12:00 PM to 1:00 PM in a Baptist Health conference room, a private office, or virtually (Zoom) unless otherwise noted. This schedule is subject to change **fellows are provided advanced notice of any scheduling adjustments**

VI. Didactic Seminar

Didactics and related trainings are an integral part of the Baptist Health APRN fellowship. This curriculum provides a strong foundation of scientific knowledge that may be integrated into clinical training. Fellows participate in a weekly, hour-long didactic seminar, held either on-site or virtually (Zoom). This educational forum provides an overview of a variety of clinical experiences. Didactic subjects survey a range of evidence-based practice and case material in Behavioral Health. In addition, topics related to culture, diversity, and multidisciplinary professions are presented. Fellows are required to attend all didactics, as well as any supplemental training opportunities the hospital system requires. Fellows who are unable to attend a didactic will inform the Director of the APRN Fellowship. If the didactic is not rescheduled, fellows will complete an alternative activity to supplement missed material.

VII. Evaluation of Competencies

Baptist Health views evaluation and feedback as essential components of the learning process. Ongoing evaluation of fellows occurs informally and formally, through regular supervision, review of written work, feedback from multidisciplinary staff, patient report, self-evaluations, direct observation data, and summative evaluations. In collaboration with fellows', Baptist Health's clinical supervisors identify training goals and discuss evaluation processes. Consistent evaluation practices serve to address specific training needs that may arise and encourage the fellows.

Formative, Summative, and Programmatic Evaluations

APRN fellows are evaluated throughout each semester rotation to ensure their performance levels match Baptist Health quality expectations and patient needs. Areas of evaluation include the nine domains of profession-wide competencies as outlined by Population-Focused Nurse Practitioner Competencies: Psychiatric-Mental Health, (National Organization of Nurse Practitioner Faculties, 2013).

Formative evaluations are less structured means of skill appraisal and occur across rotations. These include making documentation revisions, supervision dialogue focusing on training goal progress, and informal feedback following indirect or direct observation. Additionally, an ongoing discourse with the fellows program is sought throughout the year, as appropriate, to inform evaluations.

Summative evaluations are the formal and measureable assessments of fellow competencies, which occur at the end of each quarter. This is a benchmark rating for overall progress and serves as an opportunity to highlight areas of potential growth. Summative evaluations are informed by multiple sources of data (e.g., direct observation, supplemental rotation performance, case/research presentations, supervision participation, professionalism, and competency rating scales). The evaluation rating measure uses a 5-point Likert scale, ranging from "0" ("Unsatisfactory") to "4" ("Exemplary"). The scale requires that raters objectively assess the relationship between a competency area and the fellows' observable behavior.

The training program conducts regular programmatic evaluations to inform annual quality performance assessments. Fellows are asked for feedback regarding their experience throughout the academic year, during regular supervision and summative reviews of competency. At each formal evaluation period, fellows complete summative evaluations of their primary clinical supervisors, supplemental rotations, and the overarching training program.

Preceptors will review summative evaluations with fellows. This quality performance assessment serves to provide data for continual improvement and enhancement of the training program.

Case Presentations

Fellows engage in periodic formal case presentations as well as a Capstone Project focused on a practice change opportunity at the completion of the 2 year fellowship program. Presentations focus on a clinical case including assessment, diagnostic formulation, and treatment plan. Additional guests, including staff psychologists, counselors, administrators, and other multidisciplinary staff may be invited to attend. Fellows are provided written feedback on their presentations through clinical supervisors' completion of the presentation rating form. Areas of evaluation include content, organization, and delivery. Specifically, oration style, knowledge base, presentation structure, effectiveness of visual aids/supplementary materials, use of empirical literature to support assessment/intervention choices, and ease of answering discussion questions will be assessed.

VIII. Clinical Training Faculty

Faculty preceptors are PMHNP/APRN's, psychiatrists, and psychologists.

IX. Policy and Procedure Compliance

Baptist Health policies and procedures support the organization's mission to provide quality health care services in a safe atmosphere that fosters respect and compassion. This is accomplished through respecting patient rights and acknowledging personal responsibility in upholding an exceptional standard of care. All Baptist Health policies and procedures apply to fellows. Such procedural documentation is provided during trainee onboarding and included in the Training Manual.

PATIENT RIGHTS

Ethics (Code of Conduct)

Baptist Health maintains a respectful, safe, and ethical environment for patients to receive healthcare by endorsing *Medical Ethics*. The four basic concepts of Medical Ethics are:

- *Beneficence*: Healthcare providers have a duty to: Do good, Act in the best interest of patients, Act in the best interest of society as a whole.
- *Non-maleficence*: Healthcare providers have a duty to: Do no harm to patients, Do no harm to society.
- *Respect for patient autonomy*: Healthcare providers have a duty to protect the patient's ability to make informed decisions about his or her own medical care.
- *Justice*: Healthcare providers have a duty to be fair to the community. In particular, providers have a duty to promote the fair distribution of healthcare resources.

Baptist Health respects the patient's:

- Cultural and personal values, beliefs, and preferences
- Right to privacy
- Right to effective communication
- Right to pain management You should put your respect for patient's rights into action by:

- Treating each patient in a respectful manner that supports his or her dignity
- Involving each patient in his or her care, treatment, and services
- Accommodating religious or other spiritual services
- Treating patients with common courtesy

Diversity & Culturally and Linguistically Appropriate Services (CLAS)

Cultural competence means providing care in a way that takes into account each patient's values, beliefs and practices. Culturally competent care promotes health and healing. Baptist Health values the preservation of dignity, respect for persons and their individual autonomy. The training program also recognizes the importance of fostering sensitivity to, and appreciation of, cultural and individual diversity; and thus, offers specific didactics to assist trainees in effectively practicing in multicultural and pluralistic environments.

Respect, Safety and Non-Discrimination: All patients have the right to fair and equal delivery of healthcare services. This is true regardless of:

- Race
- Ethnicity
- National origin
- Religion
- Political affiliation
- Level of education
- Place of residence or business
- Age
- Gender
- Gender identity
- Marital status
- Personal appearance
- Mental or physical disability
- Sexual orientation
- Genetic information
- Source of payment

Trainee Rights and Responsibilities

X. Program Acceptance Criteria

Application Materials and Requirements

- Application for Psychiatric APRN per Baptist Health
- Curriculum vitae.
- Official graduate school transcripts.
- Personal Statement:
 - What personal, professional, educational and clinical experiences have led you to choose nursing as a profession, and the role of a mental health nurse practitioner as a specialty practice?
 - What are your aspirations for a Fellowship program?
 - Please comment upon your vision and planning for your short and long-term career development.
Maximum: two (2) pages.
- Three (3) letters of recommendation: (one must be from faculty member or graduate program); in sealed envelopes or emailed directly from the individual writing the letter.

APPLICATION & ACCEPTANCE TIMELINES:

Fall Cohort 2022

- Applications accepted: April 2022
- Interviews Conducted: May 2022
- Decisions sent: June 1, 2022
- Deadline to Pass Board Examination: June 2022
- Deadline to Obtain FL APRN License: July 1, 2022
- Fellowship Begins: October 2022

Spring Cohort 2023

- Applications accepted: October 2022
- Interviews Conducted: November 2022
- Decisions sent: December 1, 2022
- Deadline to Pass Board Examination: December 2022
- Deadline to Obtain FL APRN License: January 1, 2023
- Fellowship Begins: April 2023

Interview Process and Candidate Selection

Qualified applicants are selected for interviews after a thorough review of application materials. APRN Fellowship candidates will be interviewed and selected by the Fellowship Selection Committee:

- Terrie Andrews, PhD, VP, BBH, Executive Champion
- Rhett Bennie, RN, MSHA System Director Inpatient Behavioral Health
- Liz Bruno, RN, MSN, VP, Chief Learning Officer
- Karen McNeely DNP, APRN, Service Line Chief
- Francesca Varallo Sims, PsyD, Director of Education and Training, BBH
- Michael De la hunt, MD, Physician Liaison

LICENSING & CREDENTIALING

In addition to a review of various application materials and interview screenings, the fellow's placement at Baptist Health is contingent on the results of background and employee health screenings, as well as degree, licensing, and credentialing requirements:

- Graduation within the past 12 months
- Hold a Master's degree or Doctorate and be licensed, nationally board certified through the ANCC and credential as a nurse practitioner with a specialty in Psychiatric-Mental Health
- Proof of an active Florida APRN License by:
 - **July 1** for the Fall cohort
 - **January 1** for the Spring cohort
- ANCC Certification (PMHNP)
- DEA License

NOTE: If the prospective APRN fellow has not demonstrated proof of completion for any of the above requirements by the respective cohort deadlines outlined above (see APPLICATION & ACCEPTANCE TIMELINES), the fellow will be placed in next available cohort.

PMHNP STUDENT TRAINING

The training program accepts Registered Nurses enrolled in Psychiatric Mental Health Nurse Practitioner (PMHNP) programs for visiting student-learning opportunities throughout the academic year. Students may be placed in various rotations to satisfy select coursework and program requirements (i.e., Psychopharmacology, Psychotherapy Across the Lifespan for Individuals, Families, and Groups, and Advanced Role Practicum).

Training is offered in the Fall and Spring, and if chosen as a “resident student,” both semesters will be completed with Baptist Behavioral Health. Summer placements are not provided. PMHNP candidates are encouraged to apply in April of each year to be included in the May interviews. Inquiries and applications are encouraged from all qualified individuals. Suitable applicants must be in good academic standing at their university. Candidates are not permitted to contact preceptors directly for placements. Students must be cleared for training by their program prior to applying. For additional information regarding application requirements and the selection process, see below:

APPLICATION & ACCEPTANCE TIMELINES:

- Applications accepted: April
- Interviews conducted: May
- Training begins: September
- Training ends: Late April-early May

The following PMHNP student application materials are to be sent electronically to Dr. McNeely, Dr. Varallo Sims, and Khadija Reville via email by the fourth week in April, annually:

- Unofficial Graduate transcript
- Curriculum Vitae
- Cover Letter including training goals and reasons for applying to this site
- One letter of recommendation stating your eligibility/readiness for training

In addition to a review of various application materials and interviews, trainee placement at Baptist Health is contingent on the results of background and employee health screenings. If chosen, trainees will also complete the Baptist Health Graduate Medical Education (GME) application electronically. GME requires all trainees to be processed through myClinicalExchange (mCE).

Karen McNeely DNP, APRN-BC

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