

High School Community Health Worker Training Program Report At-A-Glance



Program Overview

According to the American Public Health Association, Community Health Workers are frontline public health workers who are trusted members of and/or have an unusually close understanding of the community served. This trusting relationship enables CHWs to serve as a liaison, link or intermediary between health/social services and the community to facilitate access to services and improve the quality and cultural competence of service delivery. CHWs also build individual and community capacity by increasing health knowledge and self-sufficiency through a range of activities such as outreach, community education, informal counseling, social support and advocacy.

MSM has trained Community Health Workers/promoters/ lay navigators for more than 10 years. The initial MSM training curriculum was developed in collaboration with the American Cancer Society/Southeast region and the Georgia Department of Public Health. To date, MSM has trained more than 350 CHWs to work in a variety of settings (community, clinics, academia, etc.) and in many healthcare areas, e.g., diabetes, cancer control, reducing Emergency Room visits from “frequent flyers”, and increasing the number of children and adults with insurance.

During the summer of 2016, Morehouse School of Medicine (MSM) piloted an innovative High School Community Health Worker Training Program. During the pilot, MSM trained 13 High school students from 4 metro Atlanta High Schools (Tri-Cities, McClarin, Washington, KIPP Collegiate) Students are ages 15-18, rising sophomores- 2016 graduates.

This was the 1st High School Community Health Worker training program in the country to be implemented. The second cohort (2017-18 school year) saw new additions. The program was expanded to include 2 additional high schools. 6 members from the 2016 class were chosen to serve as peer mentors. In 2018, the program added 3 additional high schools for a total of 9 high schools encompassing most of the southwest Metro Atlanta region. The students are supported by interns from Morehouse School of Medicine Masters of Public Health and Clark/Atlanta University Masters of Social Work programs.

Certification Program Includes:

- Instruction & materials
 - 161 hours of classroom & field training
 - Continuing education opportunities
- BP equipment, CHW textbook & Info binder
- Polo Shirt, Book bag
- MARTA Cards, training stipend
- CPR certification, competency exam
- Job training & placement assistance
- On-going community/school projects
- CHW certificate

Curriculum & Training:

The HS Community Health Worker Training is 161 hours - 2.5 weeks (91 hours) of didactic instruction with core competencies, followed by 70 hours of field instruction and additional hours of continuing education. Continuing education will be monthly over 12 months and will be both new information and/or reinforcement of previous instruction (teleconferences, face-to-face instruction, workshops, etc.)

Program Objectives:

- Increase the number of trained student community health workers to assist with community health programs in underserved communities
- Provide a health careers pipeline program and mentorship for underserved students
- Support & Promote the community Health worker field
- Promote health education and health literacy in schools and community
- Assist trained HS CHWs with the design and implementation of school-based and community-based health initiatives
- Learn about population health and data analytics
- Provide health monitoring and health literacy activities to students’ family members and community members

Competencies

CPR Training	Role of CHW	Mental Health
Capacity Building	Leadership	Self-Care
Communication	Chronic Disease	Ethics
Motivational Interviewing	Health 101	Vitals
Social Determinants	Health Equity	Population Health
GIS Mapping	Nutrition	ACA Insurance Navigation
Cultural Competency	Advocacy	Case Management
Data Management	Service Coordination	Community Engagement
Safety	Exercise	Public Speaking

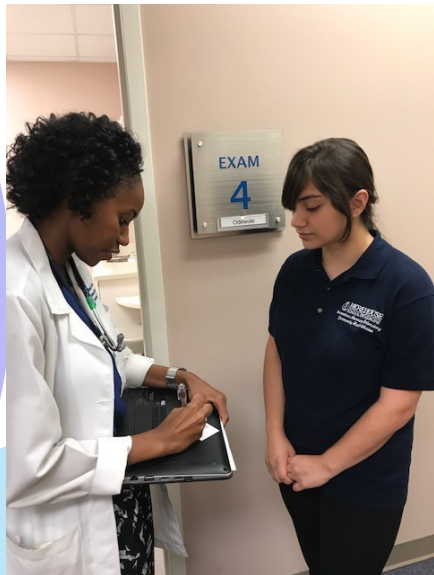
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Selection Process

Students are selected by a team from MSM/ARCHI. The selection committee reviews student applications, essays, commitment to community health, transcripts and teacher recommendation. Priority was given to recent graduates and rising seniors. Forty students applied, 26 were selected and 25 enrolled (6 served as peer mentors) from six high schools: Banneker, KIPP Collegiate, Mays, McClarin, Tri-Cities, and Washington.

Sponsors

Our sponsors are Morehouse School of Medicine (President's Office, Innovation Learning Lab, Prevention Research Center), Atlanta Regional Collaborative on Health improvement, Fulton/Dekalb Hospital Authority, Future Foundation, McClarin Success Academy, Piedmont Health Care, United Healthcare Foundation, The United Way of Atlanta, and Wellcare of Georgia.



Program Evaluation Metrics

Student outcomes

- Pre/post testing
- Attendance
- Reflection Assignments
- Shadowing
- Health intervention presentations completed
- Exit interview
- Training evaluation survey
- Program outcomes
- Community members monitored

Outcomes

- 55 students certified as HS CHWs from the following Atlanta and Fulton County High Schools: Banneker, Hughes, KIPP Collegiate, Mays, McClarin, Therrell, Tri-Cities, Washington, and Westlake
- 14 health intervention projects developed & presented, covering the following topics: Chronic Disease (3), Physical Activity (2), Nutrition (2), Cyberbullying, Peer Pressure, Stress Reduction (2), Sexual Health, Tobacco Cessation, Suicide Prevention, Accident Reduction, & Homelessness
- Increased partnerships with organizations interested in supporting student training and community projects including: Andrew & Walter Young, YMCA, Genesis Prevention Coalition, Health Promotion Action Coalition Inc. (HPAC), Odyssey Family Counseling Center, Ruby A Neeson Diabetes Awareness Foundation, Usher's New Look, and A Woman's Place
- Students completed shadowing activities with Primary care Physicians at the Morehouse Healthcare Comprehensive Family Healthcare Clinic; with a full time Community Health Worker in the HUD/Atlanta Housing Authority Choice Neighborhood project; Odyssey Family Counseling Center; Greening Youth and the staff at Walgreen's Pharmacy Midtown

Student Reflections

"This was a great way to spend my summer"

"I learned valuable information that I can use to better my community"

"This program helped me prepare for my future career"

"I will share what I learned with my family to help them make healthier choices"

"I improved my social skills and made new friends"

Next Steps

For 2019-20, Recruit 30 students from Metro Atlanta area high schools

Continue to increase our Community Partners for shadowing and community projects

Conduct a 10 student pilot program in rural Georgia

Demonstrate the impact of student-driven data analysis from community health monitoring

Contact Information

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