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**Community Health Worker Curriculum Outline**

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| **Title and Overview** | Goals |
| **CHW/CRS Pre‐Course** | 1. Introduce students to definitions, CHW roles, and alternative titles  2. Explore relationship of student’s applicable life‐experiences to role of CHW  3. Understand components and expectations of CHW training |
| **1.Welcome, Introductions, Overview, Pre‐work Discussion** | 1. Introduce students to one another; break the ice  2. Establish group rules  3. Clarify training schedule and expectations  4. Identify common experiences to build group relationships  5. Establish rapport with instructor |
| **2. Context of the Work** | 1. Understand public health approach to community  2. Understand current mental health environment  3. Recognize health disparities in Indiana  4. Understand role(s) of CHWs within the environments |
| **3. Communication Skills: Engagement and Reflection** | 1. Understand the importance of verbal and non‐verbal communication  2. Understand the benefits of and to practice reflection as a communication tool  3. Learn and practice ice‐breaking, self‐introductions, person‐centered listening |
| **Day 1 Lunch Activity**  **Case study will be presented for discussion.** | 1. Build interpersonal communication skills  2. Increase cultural awareness  3.Gain person-centered lens |
| **4. Questioning, Motivating** | 1. Understand the purpose of and to be able to differentiated between open and closed questions  2. Understand the difference between sympathy and empathy  3. Understand the cycle of motivation and supportive skills at each stage  4. Recognize barriers toward motivation and ways to remove them |
| **5. Motivational Interviewing** | 1. Understand the basic principles of motivational interviewing and Stages of Change Model  2. Learn strategies for evoking change talk  3. Understand resistance and how to respond to it  4. Learn to negotiate a change plan |
| 6. Cultural Understanding | 5. Increase awareness of personal cultural identity and its impact on behavior, thinking, and communication style  6. Broaden knowledge of the demographic changes in the US and Indiana  7. Be able to approach cultural knowledge gaps tactfully  8. Learn to approach health topics with cultural sensitivity |
| **7. Prevention** | 1. Be able to describe lifestyle components of health  2. Be able to describe how lifestyle choices are frequently limited by environmental factors  3. Be able to describe how lifestyle choices are frequently limited by intrinsic factors  4. Learn leading causes of death, common chronic diseases prevalent in Indiana  5. Gain basic understanding of healthy guidelines for nutrition, physical activity, tobacco, and stress management |
| **8. Issues of Chronic Illness: Mind-Body Connection** | 1. Understand the increased risk to physical health if chronic mental illness is present  2. Understand the increased risk for a mental health condition if a chronic disease is present  3. Be able to compare physical and mental health management and prevention.  4. Gain insight into the impact of diagnosis on self-image |
| **9. Setting Health Goals** | 1. Practice conversation stems for person-centered goal setting  2. Use graphic organizers to support plan development  3. Practice motivational interviewing skills around goal setting |
| **10. Assessment and Personal Safety** | 1. Recognize the importance of positive facilitator skills  2. Recognize some signs of dangerous situations developing  3. Understand CHW role and when to ask for assistance  4. Identify common difficulties and helpful strategies |
| **Day 2 Lunch Activity**  **Video will be presented for discussion.** | 1. View Walking in Recovery (25 minutes)  2. Relate Mental Illness diagnosis to other chronic disease diagnoses |
| **11. Introduction to Behavioral Health** | 1. Recognize that recovery from mental illness is possible  2. Dispel myths that perpetuate stigma attached to mental illness |
| **12. Removing Barriers to Wellness** | 1. Become familiar with community resources  2. Practice empowerment approaches  3. Understand how to make effective referrals  4. Practice follow-up strategies |
| 13. **Supporting Understanding** | 1. Understand how issues pertaining to health literacy can negatively impact health  2. Learn strategies to ensure comprehension of knowledge/instructions  3. Learn tips for identifying and addressing health literacy issues |
| **14. Ethics** | 1. Become aware of common ethical challenges  2. Review the American Association of Community Health Workers Code of Ethics and the Indiana CRS Code of Ethics  3. Learn an ethical decision-making model  4. Review the scope of practice for CHWs |
| **15. Group Facilitation Skills** | 1. Identify types of groups that may be used and their purpose in supporting wellness  2. Obtain a basic understanding of group structure and process  3. Learn attributes of an effective group leader  4. Learn core skills needed to facilitate groups |
| **16. Practice Lab** | 1. Practice interactive skills taught thus far  2. Offer opportunity for remediation if needed  3. Deepen understanding of strategies |
| **17. Home Visiting/Outreach** | 1. Learn various purposes for home visits  2. Learn strategies for effective visits  3. Become familiar with mandated reporting and boundary management  4. Learn safety measures |
| **Day 3 Lunch Activity**  **Video will be presented for discussion.** | 1. View Diabetes 101.  2. Discuss implications of complex clients, disease management, and prevention |
| **18. Introduction to Addiction** | 1. Understand addiction as a disease  2. Recognize that recovery is possible through multiple approaches  3. Recognize the importance of peer and community support for recovery |
| **19. Managing Finances** | 1. Understand financial boundaries in a helping relationship  2. Be able to teach basic budgeting skills and connect persons with community resources  3. Understand the fundamentals of some free work resources |
| **20. Advocacy and Community Roles** | 1. Understand the advocacy role filled by community health workers on macro and micro levels  2. Understand that community health workers are researchers with important information |
| **21. Final Reflections and Next Steps** | 1. Review Content from the Week  2. Share Personal Thoughts  3. Discuss Testing Process  4. Complete Wrap Up |