****

**Community Health Worker Curriculum Outline**

|  |  |
| --- | --- |
| **Title and Overview** | Goals |
| **CHW/CRS Pre‐Course** | 1. Introduce students to definitions, CHW roles, and alternative titles2. Explore relationship of student’s applicable life‐experiences to role of CHW3. Understand components and expectations of CHW training |
| **1.Welcome, Introductions, Overview, Pre‐work Discussion** | 1. Introduce students to one another; break the ice2. Establish group rules3. Clarify training schedule and expectations4. Identify common experiences to build group relationships5. Establish rapport with instructor |
| **2. Context of the Work** | 1. Understand public health approach to community2. Understand current mental health environment3. Recognize health disparities in Indiana4. Understand role(s) of CHWs within the environments |
| **3. Communication Skills: Engagement and Reflection** | 1. Understand the importance of verbal and non‐verbal communication2. Understand the benefits of and to practice reflection as a communication tool3. 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 awareness3.Gain person-centered lens |
| **4. Questioning, Motivating** | 1. Understand the purpose of and to be able to differentiated between open and closed questions2. Understand the difference between sympathy and empathy3. Understand the cycle of motivation and supportive skills at each stage4. Recognize barriers toward motivation and ways to remove them |
| **5. Motivational Interviewing** | 1. Understand the basic principles of motivational interviewing and Stages of Change Model2. Learn strategies for evoking change talk3. Understand resistance and how to respond to it4. Learn to negotiate a change plan |
| 6. Cultural Understanding | 5. Increase awareness of personal cultural identity and its impact on behavior, thinking, and communication style6. Broaden knowledge of the demographic changes in the US and Indiana7. Be able to approach cultural knowledge gaps tactfully8. Learn to approach health topics with cultural sensitivity |
| **7. Prevention** | 1. Be able to describe lifestyle components of health2. Be able to describe how lifestyle choices are frequently limited by environmental factors3. Be able to describe how lifestyle choices are frequently limited by intrinsic factors4. Learn leading causes of death, common chronic diseases prevalent in Indiana5. 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 present2. Understand the increased risk for a mental health condition if a chronic disease is present3. 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 setting2. Use graphic organizers to support plan development3. Practice motivational interviewing skills around goal setting |
| **10. Assessment and Personal Safety** | 1. Recognize the importance of positive facilitator skills2. Recognize some signs of dangerous situations developing3. Understand CHW role and when to ask for assistance4. 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 possible2. Dispel myths that perpetuate stigma attached to mental illness |
| **12. Removing Barriers to Wellness** | 1. Become familiar with community resources2. Practice empowerment approaches3. Understand how to make effective referrals4. Practice follow-up strategies |
| 13. **Supporting Understanding** | 1. Understand how issues pertaining to health literacy can negatively impact health2. Learn strategies to ensure comprehension of knowledge/instructions3. Learn tips for identifying and addressing health literacy issues |
| **14. Ethics** | 1. Become aware of common ethical challenges2. Review the American Association of Community Health Workers Code of Ethics and the Indiana CRS Code of Ethics3. Learn an ethical decision-making model4. 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 wellness2. Obtain a basic understanding of group structure and process3. Learn attributes of an effective group leader4. Learn core skills needed to facilitate groups |
| **16. Practice Lab** | 1. Practice interactive skills taught thus far2. Offer opportunity for remediation if needed3. Deepen understanding of strategies |
| **17. Home Visiting/Outreach** | 1. Learn various purposes for home visits2. Learn strategies for effective visits3. Become familiar with mandated reporting and boundary management4. 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 disease2. Recognize that recovery is possible through multiple approaches3. Recognize the importance of peer and community support for recovery |
| **19. Managing Finances** | 1. Understand financial boundaries in a helping relationship2. Be able to teach basic budgeting skills and connect persons with community resources3. 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 levels2. Understand that community health workers are researchers with important information |
| **21. Final Reflections and Next Steps** | 1. Review Content from the Week2. Share Personal Thoughts3. Discuss Testing Process4. Complete Wrap Up |