

Scenario 1

Surveillance data from shows that Black transgender women make up 40% of new HIV diagnoses and 15% of Syphilis cases within your service area. To address this, your organization decided to conduct a focus group to gain a deeper understanding of the challenges faced by individuals within the community. Participants in the focus group reported experiencing homelessness, sexual violence, incarceration, drug use, sex work, and undiagnosed mental health concerns.

Your organization has decided to address the challenges by creating a learning agenda for change. The first step is for you to come together to develop a concise understanding of the challenge being addressed. Using syndemic thinking, drill down to a specific challenge you want to address.

What is the specific community or systems challenge?

Questions to ask:

- Where/Why do multiple diseases affect individuals or groups?
- -What are the pathways in which clusters interact biologically?
- How do social/ structural factors contribute to disease clustering and interaction as well as vulnerability?

STEP 1

Share ideas

Vote for which u
like best

Choose 1

DIRECTIONS

Scenario 2

STEP 1

Surveillance data within your jurisdiction shows an uptick in new HIV and Chlamydia diagnoses among individuals between the ages of 13 and 18. Your organization wants to provide HIV/STI testing and comprehensive sexual health courses within the schools, but your state's school system has an abstinence-based policy. Condom distribution and "PrEP pushing" is also not allowed. Information from your local

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DIRECTIONS

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Scenario 3

Your organization has partnered with Henry Grace Hospital for the last two years on a study to access barriers around PrEP use.

Results from the study show that individuals who identified as black, heterosexual, and male between the ages of 18 and 60 report not being on PrEP despite engaging in behaviors that put them at risk for HIV. The study revealed that 45% of those participants attributed the reasoning to a lack of knowledge about PrEP or PrEP providers. 30% of those participants named diabetes and High blood pressure as pre-existing conditions.

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STEP 1

DIRECTIONS

Scenario 4

Surveillance data shows an uptick in drug-related overdoses among individuals 34- 55 years of age between January 2020 and December 2023. Your organization decided to hold a focus group with individuals within that demographic to drill down to the challenges and solutions to provide more meaningful services. Feedback from participants who engaged in drug use reported that they often share work and engage in condomless sex while high. In addition, every participant reported experiencing depression and increased alcohol or drug use during the COVID-19 pandemic

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Share ideas

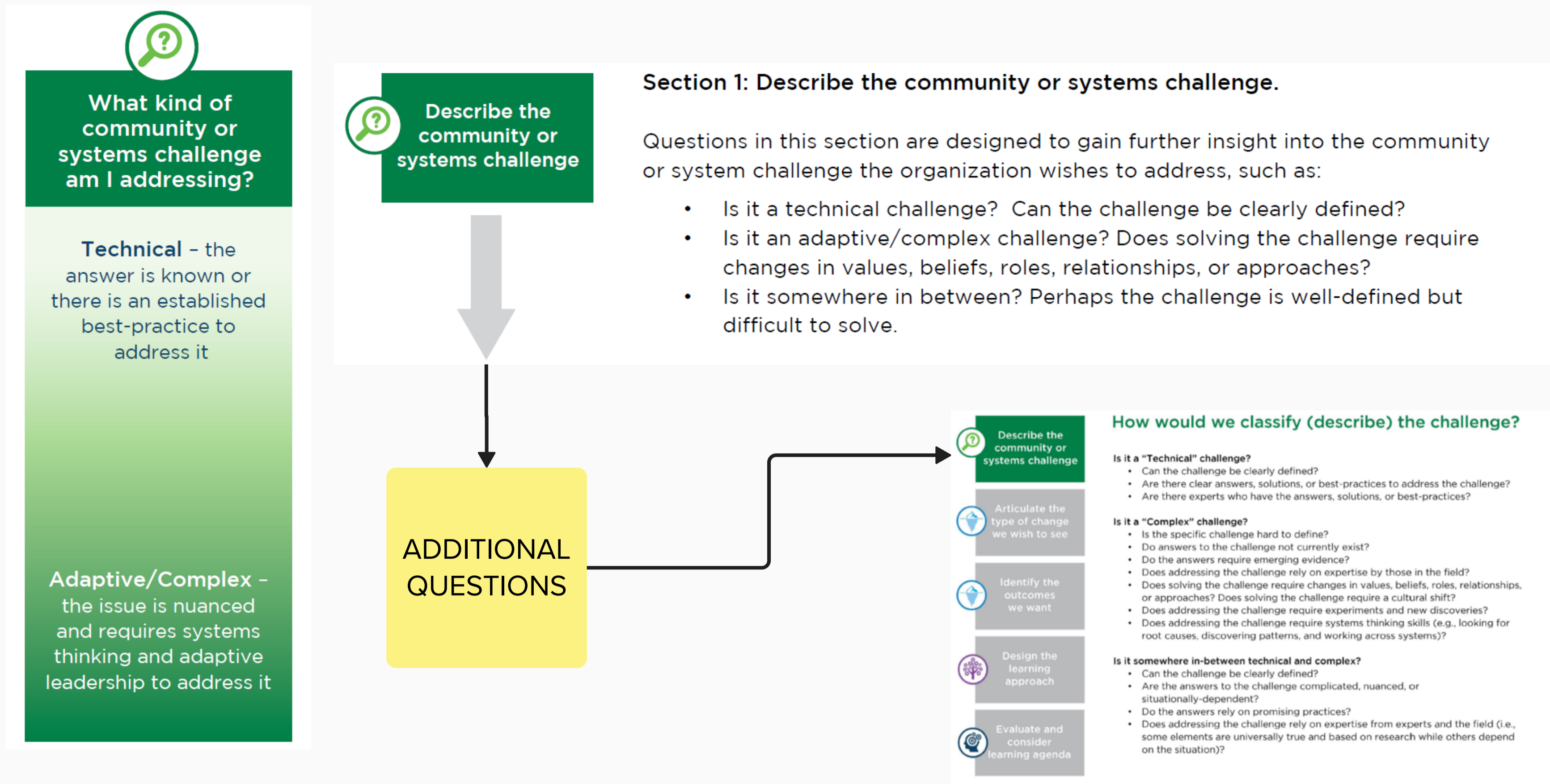
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like best

Choose 1

DIRECTIONS

STEP 1

STEP 2



What kind of community or system challenge are you addressing?

- Is it a technical challenge or an adaptive/complex challenge?
- Is it somewhere in between?

Share ideas

Vote for which u like best

Choose 1

STEP 3a



Articulate the type of change we wish to see



ADDITIONAL QUESTIONS

Section 2: Articulate the type of change we wish to see.

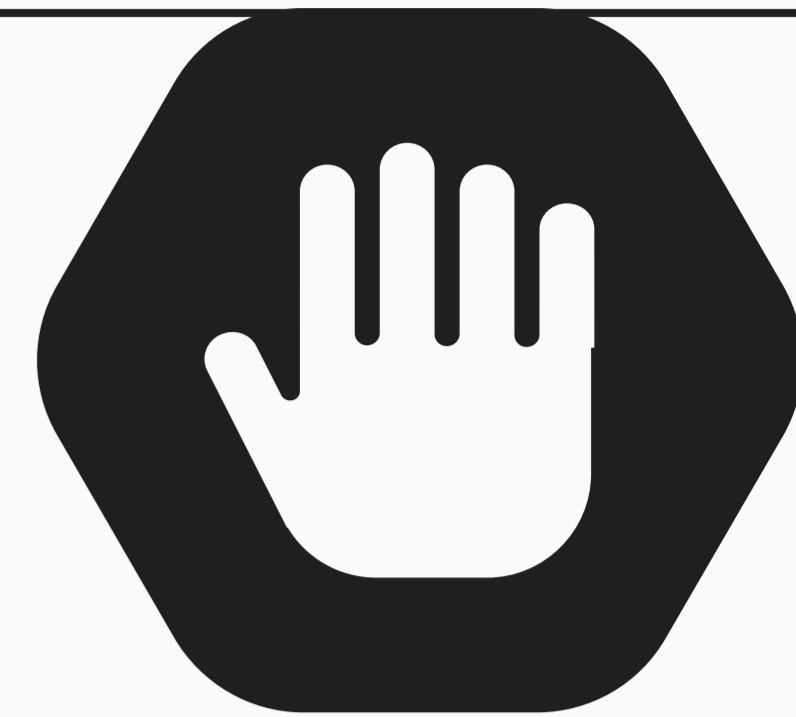
Questions in this section are designed to flesh out the changes the organization is seeking, such as:

- What is the goal?
- What do you want to be different - at the individual level? organizational level? community level?



What is the impact of learning?

- What will change as a result of the learning opportunity?
- What type of change are we looking to see? (3 Domains of Learning)
- Who benefits if we achieve the goals of this learning opportunity (individual learner, team, unit/division, organization, community)?
- What additional support will supervisors/organization provide to sustain a change? (Culture of Learning)



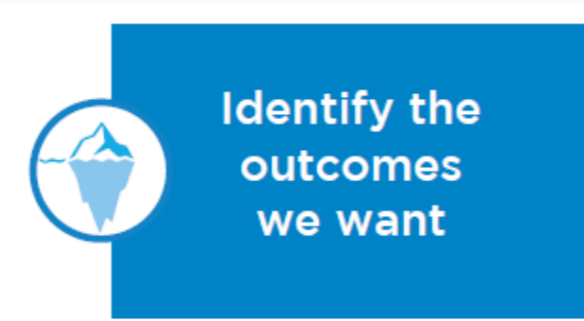
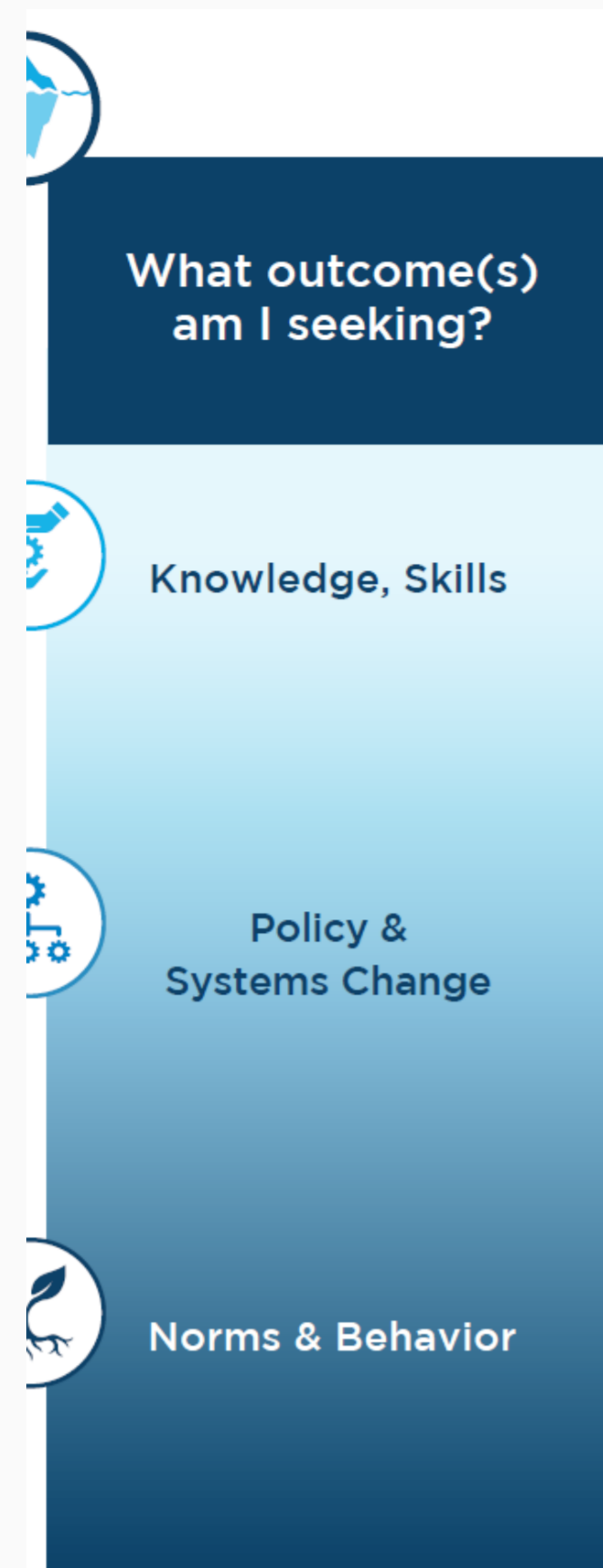
Time to Share!

What kind of change are you seeking?

- What level of change are you looking to approach?
- What's the goal?

Share ideas
Vote for which u like best
Choose 1

STEP 3b



Section 3: Identify the outcomes we want.

Questions in this section help to further clarify the goals and outcomes desired by the organization, such as:

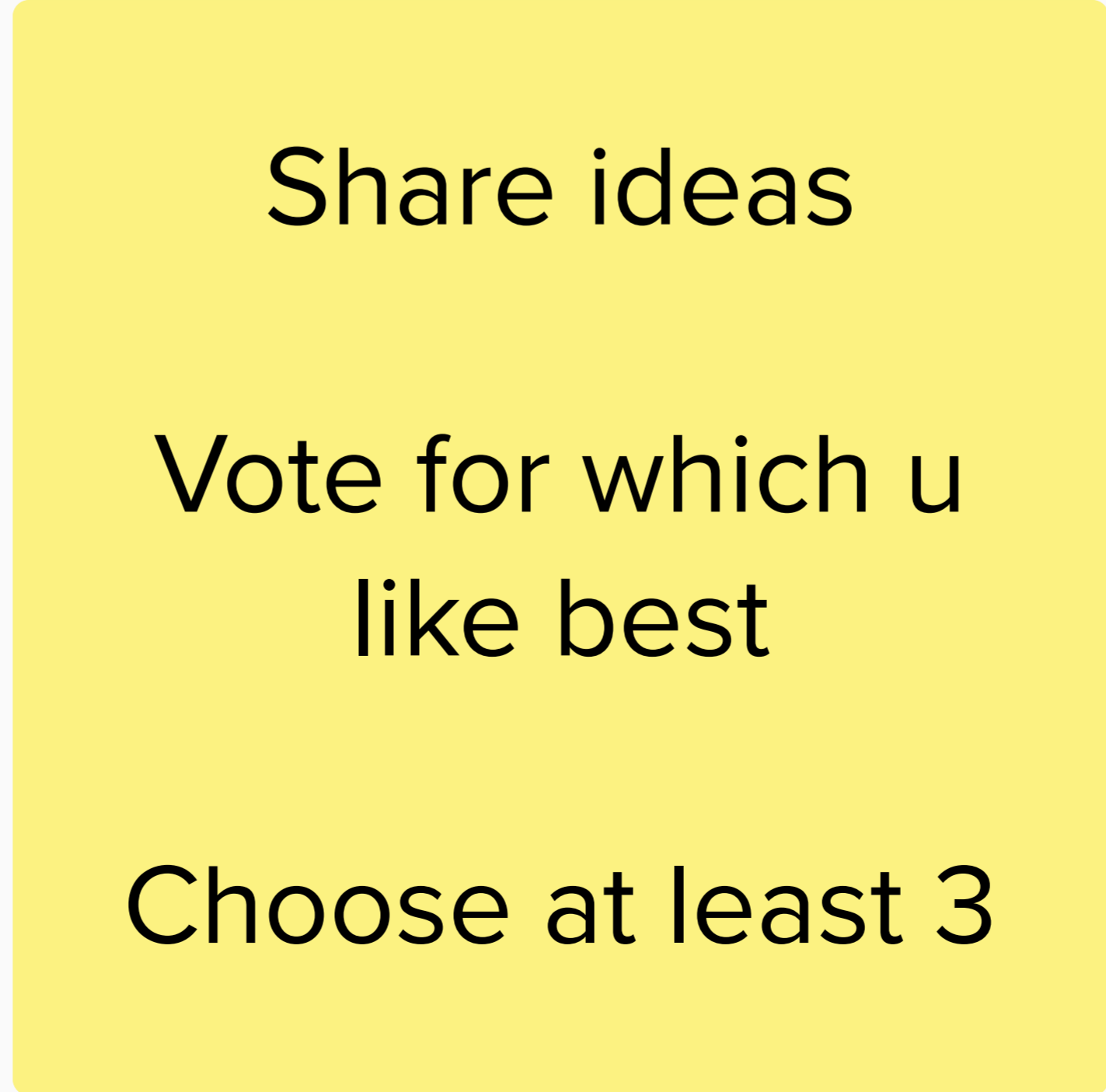
- What should learners know or be able to do after this learning opportunity?
- What results will show that the learning opportunity was successful and worthwhile?
- What is needed to translate learning to change/application?



What are we trying to achieve? What does success look like?

- What are our goals?
- What level of learning are we seeking? (Bloom's Taxonomy)
- What should learners know or be able to do after this learning opportunity?
- What results should we see to consider the learning opportunity successful and worthwhile?
- What level of proficiency is needed for participants to apply this information?
- What is needed to translate learning to change/application?

What outcomes are you seeking?





Section 4: Design the Learning Approach.

Questions in this section consider the learning conditions that will help achieve the desired outcomes, and how individual learning opportunities can be layered in order to address complex community challenges, such as:

- Should participants be learning individually, with a group, or with a cohort from their organization or community?
- How do participants need to engage with the content or practice what they are learning in order to successfully apply their learning afterwards?
- How much time is needed?
- How will this learning opportunity build upon learning achieved through previous opportunities?
- How will this opportunity prepare the workforce to progress to deeper levels of learning moving forward?

Design the learning approach

ADDITIONAL QUESTIONS

What learning approach will achieve the goals?

Describe the community or system challenge

Articulate the type of change you wish to see

Identify the outcomes you want

Design the learning approach

Evaluate and consider learning agenda

Who is the audience?

What are the learning conditions that will achieve the intended learning outcomes?

- How much new content do participants need?
- Are participants learning individually, with a group, or with a cohort from their organization or community?
- What does engagement or practice with the content look like, in order to lead to successful application?
- What amount of time is needed?

What does participants' application of the learning look like?

- How will learners use or apply the information and skills from this learning opportunity?
- To what extent is an individual participant able to apply learning on their own? (Or is the successful application contingent on multiple members of the team/ organization participating? Or on having broader organizational support?)
- What barriers are there to application? How might the design of the learning opportunity address some of these?

How can individual learning opportunities be layered in order to address complex community change?

- How will the learning opportunity build upon the learning achieved through previous opportunities?
- How will the opportunity prepare professionals to progress to deeper levels of learning moving forward?

What is the scope of participation? Who will be your audience? ←

Discuss

What's needed to reach your outcomes?
(Learning Approach/es)



What is your learning agenda for community or system change? ←

Answer