

Michigan CHW Curriculum Objectives

Objectives

1. Role, Advocacy and Outreach

- a. Identify the components of the Community Health Worker and explain and define the Community Health Worker role.
- b. Critique scenarios of the CHW role with appropriate and inappropriate boundaries.
- c. Identify an emergency and the appropriate response, which may include calling 9-1-1.
- d. Identify potentially dangerous situations that may arise and cause an accident, illness or injury.
- e. Describe measures to ensure personal safety while in the community.
- f. Identify personal time management styles and develop strategies for setting goals, prioritizing and organizing work.
- g. Demonstrate the skills necessary to be an effective liaison between provider and client and the client and agency.
- h. Recognize and report discrepancies between the service provided to and the actual experiences of the client.
- i. Advocate for individuals and communities.
- j. Expand on the concept of liaison to consider the CHW role in the community.

2. Organization and Resources: Community and Personal Strategies

- a. Demonstrate knowledge and skill in gathering appropriate and applicable community resources.
- b. Navigate and continue the process of locating resources in the community and add new information to the community map.
- c. Incorporate health determinants when applying principles of health promotion and disease prevention.
- d. Identify and use outreach strategies effectively in the community.
- e. Distinguish outreach from formal planning and how to use it effectively in the community.
- f. Demonstrate critical thinking as a framework for solving problems and decision making.
- g. Describe effective home visiting strategies and understand the importance of home visits and their principles and strategies.
- h. Use networking skills to ensure proper engagement for services and resources for clients and their families.
- i. Identify the skills and strategies needed to secure services and resources in the community through networking.
- j. Increase the capacity and wellbeing of the community through health promotion activities and disease prevention

3. Legal and Ethical Responsibilities

- a. Apply agency policies to the CHW role.
- b. Demonstrate an understanding of HIPAA and the importance of protecting



- confidentiality.
- c. Apply basic concepts of liability.
- d. Recognize the responsibility and implications of mandatory reporting.
- e. Describe how ethics influence the care of clients.

4. Teaching and Capacity Building

- a. Work with clients to foster healthy behaviors
- b. Collect client data including health, safety, determinants of health, and psychosocial issues
- c. Identify three client priorities
- d. Effectively help clients set SMART goals for healthy behavior change
- e. Utilize a variety of teaching techniques with clients

5. Communication Skills and Cultural Competence

- a. Demonstrate effective communication skills when collaborating with clients and members of the service team.
- b. Relate “culture” appropriate verbal and nonverbal communication when interacting with clients, their families and healthcare providers.
- c. Demonstrate active listening and interviewing skills to collect and share relevant information.
- d. Demonstrate empathy for those affected by mental illness and discuss the issues with sensitivity.
- e. Use conflict resolution strategies to deal with difficult behaviors and to realize empowerment in self and with clients.
- f. Recognize the uniqueness of and resulting implications of the community culture on the health and well-being of clients.
- g. Identify the differences among minority groups in Michigan and how to better communicate with members of those groups.
- h. Support clients and healthcare providers in “translating” culture-specific behaviors in to facilitate information disclosure, needed services and resources.
- i. Interact with clients and healthcare providers within the cultural context of the community and the US healthcare system.
- j. Demonstrate skills and abilities to work with and within diverse teams.

6. Coordination, Documentation and Reporting

- a. Gather appropriate client and community information.
- b. Create a written record documenting events and activities in accordance with legal principles and practices
- c. Examine the financial, health and social services information relevant to clients and client families.
- d. Use health care terminology correctly when recording in client records.

7. Healthy Lifestyles



- a. Describe the elements of a healthy diet, including food groups, foods to choose more of, foods to limit, and portion control.
- b. Be able to read and interpret a food label.
- c. Discuss differing food cultures by exploring cultural eating habits and understanding how cultural beliefs and/or practices impact health.
- d. Discuss limited food access by learning practical ways to manage food costs.
- e. Identify supplemental food resources available through community or government-based programs.
- f. Describe what role exercise (physical activity) plays in a healthy lifestyle.
- g. Describe how much exercise is needed to gain health benefits.
- h. Describe what roles sleep plays in a healthy lifestyle.
- i. Describe how much sleep is needed to gain health benefits.
- j. Identify the effects of tobacco, smoking, nicotine, second hand smoke and emerging products.
- k. Define symptoms and causes of substance use disorders.
- l. Explain the reasons for taking medications as prescribed
- m. Discuss common reasons medications are not taken as prescribed and how CHWs can help clients overcome barriers to taking medications
- n. Discuss the client's role and responsibilities as a member of the health care team.
- o. Identify three main questions a client should ask their doctor.

8. Mental Health

- a. Define mental health and mental illness.
- b. Discuss the incidence and impact of mental illness and its cultural implications.
- c. Describe indicators of good mental health across the life cycle.
- d. Recognize the causes of mental illness and risk factors for developing mental illness.
- e. Identify symptoms and the importance of early interventions.
- f. List local mental health resources and identify barriers to accessing care.
- g. Promote mental health in self, clients, families, and communities.
- h. Define stress
- i. Recognize common sources of stress (stressors) and stress responses/symptoms
- j. Identify healthy stress management techniques
- k. Recognize how to maintain lifestyle balance

