



Funding Opportunity:

Funding Opportunity: Primary Care Leadership

To achieve equitable, high-quality health care for all, primary care must be elevated as a cornerstone of the health care system. This funding opportunity will fund programs supporting the development of primary care clinician champions who advocate for comprehensive, person-centered care at the practice, community, state or federal level.

The goal of this initiative is to enhance the primary care workforce to drive change, strengthen the delivery of services and improve the health outcomes of those they serve. To do so, primary care* clinicians** must be well-informed, thoughtful, proactive, creative, collaborative and innovative. We are looking for programs that will support clinicians to improve their leadership skills, including strategic thinking, team-building and leveraging integrated networks so that they can be active players in transforming the health care system to provide high-quality, comprehensive care for all Coloradans.

Nonprofit organizations – inside and outside of Colorado – will be considered with priority given to applications that include Colorado partnerships. The funding opportunity aims for geographic and ethnic diversity across participants in the

awarded programs and will prioritize programs that target clinicians working in rural and/or low-income communities who culturally represent the patients they serve. Grant terms may be up to two years and total program costs must be scalable and replicable.

Grant Deadline: Not accepting applications. This work is in progress.

Criteria:

Proposed programs *must* meet the following criteria:

- Have well-defined goal(s) and expected outcomes for participants
- Include participants representing a mixture of primary care clinicians
- Have clear, justified criteria for the career levels of participants
- Require demonstrated support and engagement from participants' executive-level leadership
- Be designed with a focus on Colorado's health care system
- Include curriculum designed with a focus on instruction, skill-building and application of real-world experiences

We are interested in a diverse set of programs which embed a mix of the following elements and/or topics:

- Individual assessments
- Ongoing coaching
- Customized, collaborative experiential learning
- Peer networking (in-person and/or virtual)
- Change leadership

- Effective communication
- Advocacy
- Best practice models for primary care reform, integration and transformation
- Current and future trends in federal and state health policy

Evaluation Activities

All funded programs will be required to participate in an evaluation, also funded by the Foundation. Program participants will be asked to engage in an evaluation that begins at the launch of the leadership training and concludes approximately one year after the training has been completed. The evaluation includes a learning plan that aims to answer key questions about the impact of leadership training programs on the development of the primary care workforce and how leadership development impacts practices, communities, the state and/or the field of primary health care. The evaluation is being extended for one year following completion of the grant terms so that the impact of the leadership training can be well documented.

Resources

** The Foundation defines **primary care** as the provision of integrated, accessible health care services by clinicians who are accountable for addressing a large majority of personal health care needs, developing a sustained partnership with patients and practicing in the context of family and community.*

*** The Foundation defines **clinicians** as individuals who use a recognized scientific knowledge base and have the authority to direct the delivery of personal health services to patients. Can include physicians, nurse practitioners, physician*

assistants, registered nurses, licensed behavioral health provider, dental hygienists and dentists.

Brief 1: Programs and Participants at the Outset: A Brief on Four Primary Care Leadership Development Programs

We're here to help

Have questions? Contact your Program Officer for more information.

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