

Integrating Behavioral Health into Primary Care Education and Training at Cherokee Health Systems

Dennis Freeman, PhD
Chief Executive Officer
Cherokee Health Systems



Cherokee Health Systems

A Federally Qualified Health Center and
Community Mental Health Center

Corporate Profile

Founded: 1960

Services:

Primary Care - Community Mental Health - Dental - School-Based Health

Locations:

45 clinical locations in 13 Tennessee Counties

Behavioral health outreach at numerous other sites including primary care clinics, schools and Head Start Centers

Number of Clients: 65,355 unduplicated individuals served - 26,917 Medicaid (TennCare)

New Patients: 15,472 Patient Services: 488,762

Number of Employees: 612

Provider Staff:

Psychologists – 48

Primary Care Physicians - 21

NP/PA (Primary Care) - 43

Master's level Clinicians – 61

Psychiatrists - 9

NP (Psych) - 8

Comm. Health Coordinators - 40

Pharmacists - 11

Dentists - 1

Strategic Emphases

- **Population-Based Care**
 - **Blended Behavioral and Primary Health Care**
- **Outreach to Underserved**
 - **Telehealth**
- **Training Healthcare Providers**
 - **Value-Based Contracting**
 - **Health Care Analytics**



Training at CHS

- 40 + year history of training health care professionals
- Area Health Education Center (AHEC)
- APA Accredited Psychology Internship Program
- APPIC member Post-Doctoral Fellowship
- APA Accredited School Psychology Consortium
- Training partnerships with 5 local academic institutions- Family Medicine, Nursing, Psychology, Social Work, Nutrition, Pharmacy
- National Training Academies for Integrated Care



“...leading the way to providing better health care and training better health professionals for the health needs of a 21st century America.”



Educational Health Centers:
Teaching and Learning in the Community

Examples of “Best Practice” Educational Health Center Sites

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- “Cherokee Health Systems is known across the country as being one the nation’s leading “best-practice” programs in the integration of behavioral health and primary care, and...for their ability to train health professionals for this 21st century, integrated, collaborative care model.”

“Their trainees are practicing in underserved settings all across the country.”



Behavioral Health In Primary Care Training

- Organized Around **Triple (Quadruple) Aim**
- Paradigm of Comprehensive **“Whole Person Care”**
- Attention to **Contextual and Social Determinants**
- Understanding Role of **Psychological and Behavioral Factors**



Behavioral Health In Primary Care Training (cont'd)

- Principles and Practices of **Behavior Change**
- Assessment and Treatment of **Mental Health and Substance Use Disorders**
- Individual and **Team** Based Competences
- **Inter-professional** Education



Best Practices: What has worked for CHS

- Training organized around developmental model of learning
- Clinical Immersion
- Didactic & interactive
- Mentorship and coaching
- Team based, multi-disciplinary teaching



Challenges and Barriers

- Most providers trained in silos
- Limited resources (time, money, space)
- Reimbursement limitations
- Opportunity cost
- Regulatory restrictions
- Training relationships dependent on interest and engagement of academic leadership
- Baseline of new trainee competencies often low and variable



Potential Solutions (a.k.a. our 'Wish List')

- Broaden Teaching Health Center concept to include integrated provider training
- Special funding consideration for training in FQHCs/CHCs
- Enhance and standardize core competencies for each level of training
- Build resources and support for teaching (for programs, preceptors, supervisors)
- Update regulations and accreditation requirements
- Separate provisions for FQHC billing for trainees



Contact Information:

Dennis S. Freeman, Ph.D.

Chief Executive Officer

dennis.freeman@chokeehhealth.com

Cherokee Health Systems

2018 Western Avenue

Knoxville, Tennessee 37921

Phone: (865) 934-6711

Fax: (865) 934-6780

