

Critical appreciative processes in a world where deficit reigns

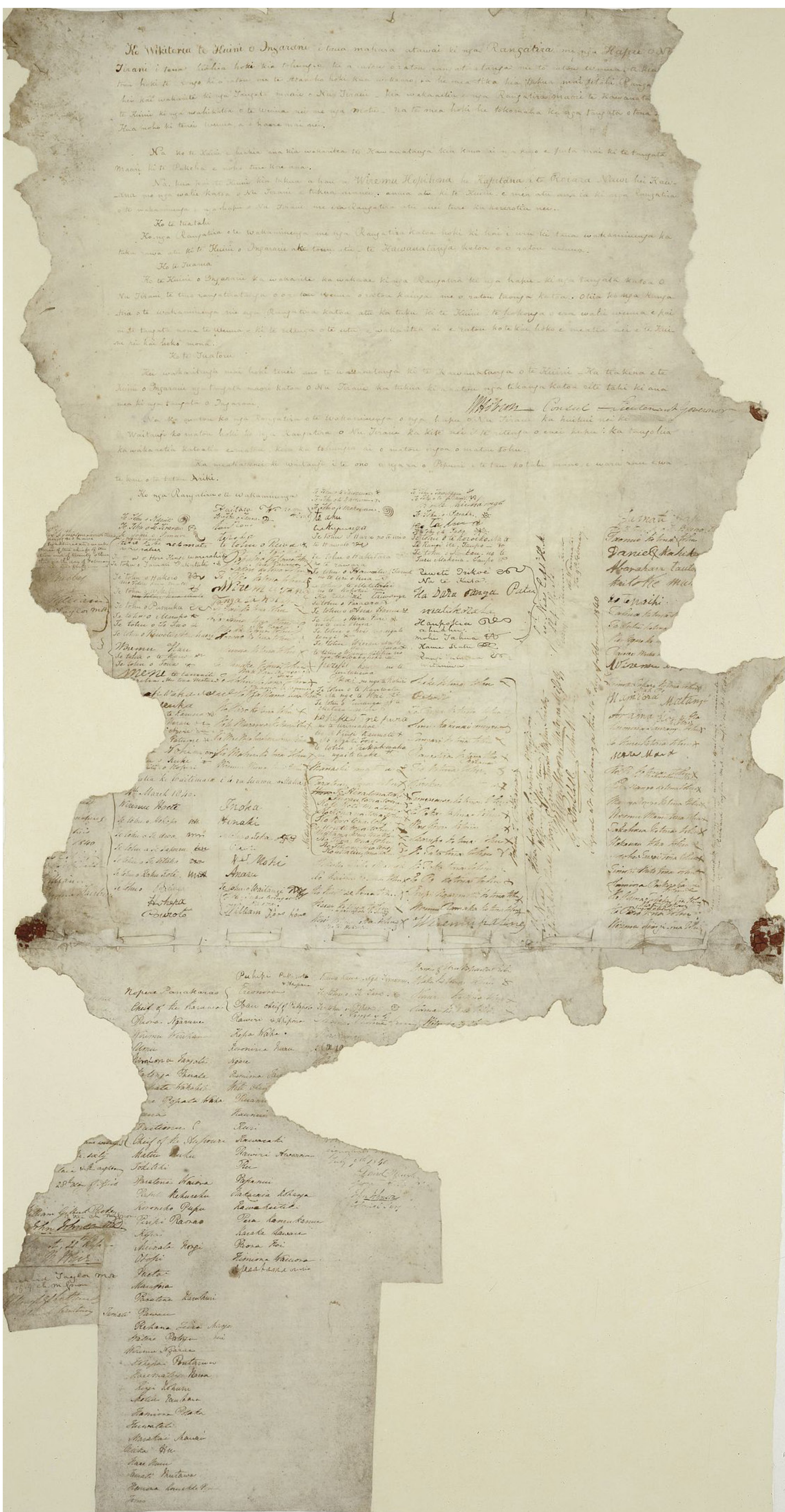
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Background

A large practice development team of educators across rural and urban settings in New Zealand sought to better equip the workforce to improve health outcomes and achieve equity.

Key questions

- How does cultural responsiveness make a difference to population need?
- What does the Māori nursing workforce need to look like?
- How do we develop the practice of nurses to meet the needs of the population?
- How do we measure health outcomes for Māori?



Te Tiriti O Waitangi

Take home message

The application of an indigenous model integrated with practice development methods addresses equity from a health systems perspective.

Acknowledgement

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References

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Approach

- Critical appreciative processes incorporated the strength of appreciation and depth of critique with practice development methods and values.
- Participatory nature achieved co-design using indigenous world views within the Meihana model (Fig 1) which incorporates physical, emotional, spiritual and family (whānau), health systems and the environment.



Figure 1. Meihana model

Outcome

- Co-design of Practice Development Model (Fig 2) which
- Values Indigenous expertise
 - Considers strengths and is forward-looking
 - Facilitates reciprocal learning that is person centred
 - Focuses on quality outcomes for population
 - Facilitates application of Te Tiriti o Waitangi



Figure 2. Practice development model. Atherfold, Baker, Blossom, Burgess & Marriott, (2021).