# Developing a National Community of Practice for Hospital at Home Nurses

A Practice Innovation to Advance Collaboration, Leadership, and Shared Learning

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## BACKGROUND AND PURPOSE

Hospital at Home (HaH) nurses practice across varied clinical, operational, and virtual-care models. Rapid program growth has outpaced opportunities for nurses to exchange practical knowledge across organizations.

### Purpose

To develop a nursing-focused Community of Practice (CoP) that connects HaH nurses across programs, supports shared learning, and strengthens nursing leadership in an emerging care model.

## APPROACH

- Two virtual listening sessions were held on August 12 and August 21, 2026.
- A pre-session survey, live polls, and facilitated breakout discussions explored challenges, practices worth sharing, and priorities for the first year.
- The team synthesized responses into recurring themes and used participant feedback to shape the proposed CoP structure.
- This work represents an exploratory practice innovation. Findings guide development and do not represent the full HaH nursing workforce.

## ENGAGEMENT SNAPSHOT

| 25 | 55 | 100% |
|---|---|---|
| pre-session survey responses | participant-attendances across two sessions | at least somewhat likely to participate |

Experience polls showed a workforce still new to the model: 80% in Session 1 and 79% of 28 respondents in Session 2 reported three years or less in HaH.

## WHAT NURSES TOLD US

### Highest-priority topics

- Clinical practice, quality and patient safety
- Education, orientation, and professional development

### Shared challenges

- Staffing, fragmented communication, and role clarity
- Logistics, travel, medication, and supply management
- Adapting hospital workflows and systems to care in the home

### Practices worth exchanging

- Interdisciplinary teamwork, huddles, and care coordination
- Standardized workflows, problem-solving strategies, and local innovations
- Patient-centered approaches that preserve safety and dignity at home

## THE PRACTICE INNOVATION

**A nurse-led CoP creates a repeatable cycle for learning across HaH programs.**

| | |
|---|---|
| **LISTEN** | Identify practice needs and emerging challenges |
| **CONNECT** | Build relationships across roles and programs |
| **CO-CREATE** | Develop tools, shared resources, and solutions |
| **SHARE AND LEARN** | Exchange outcomes, lessons, and emerging evidence |

**Desired culture: participatory, supportive, evidence-informed, and grounded in shared ownership.**

## EARLY OUTCOMES

- HaHUG leadership approved the Nursing Community of Practice as a formal community.
- The initiative expanded from a national concept to an international nursing network.
- Participants expressed interest in workgroups, steering activities, best-practice presentations, and quality-improvement or research opportunities.
- HaHUG recommended an open Teams invitation to support broad participation.

## IMPLICATIONS FOR HAH NURSING

- A CoP can reduce professional isolation and duplication across rapidly developing programs.
- The concentration of nurses with three years or less in HaH supports early emphasis on orientation, mentorship, and foundational resources.
- A shared nursing forum can surface role-specific needs while building common standards and leadership pathways.
- Ongoing participation and outputs can create a foundation for future quality improvement and research.

## NEXT PHASE

- Convene an open interest meeting and establish a founding steering group.
- Confirm governance, communication channels, and membership expectations.
- Launch initial work around education and orientation, clinical practice, and quality and safety.
- Create a visible listen-act-report-back cycle and track participation, shared resources, and practice changes.

## LIMITATIONS AND CONTACT

Limitations: Participation was voluntary, attendance counts may include individuals who joined both sessions, and poll denominators varied. Findings support direction setting rather than generalization.

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Source: Founding listening sessions and pre-session survey, August 2026.