



OHT Impact Fellows Program

Please complete this form to indicate your OHT's interest in hosting an Impact Fellow. Refer to the [Call for Hosts](#) for instructions.

The deadline for EOIs is May 25, 2021.

Interested OHTs are encouraged to [reach out to program staff](#) early on to discuss potential ideas. OHTs may submit more than one EOI but may only host one Impact Fellow at a time.

Please note that submitting an EOI does not guarantee that the OHT will be matched with a fellow.

1. OHT Name	Algoma
OHT Location	Sault Ste Marie / Algoma
OHT Website (if applicable)	www.algomaoh.ca
2. OHT Primary Contact	Erik Landriault
Primary Contact Email	erik.landriault@algomaoh.ca
Are you willing to be contacted by prospective Fellows to discuss projects?	<input type="button" value="Yes"/>
3. Host Mentor	Erik Landriault
Position / Title	Director, Integrated Care

4. OHT Priority Areas

The Algoma OHT annual plan is available here: <https://www.algomaoh.ca/annualplan>

The thematic focus is suggested around the priority of Strengthening Care Closer to Home, which includes two subpopulations:

- Community-dwelling frail older adults and their caregivers
- Higher users of hospital-based services with complex chronic conditions.

As part of taking a population health planning approach, the AOHT is seeking support the development of evaluative capacity (50%), including working within one of the two subpopulations to support the on-going development and rapid cycle improvement of care models.

5. OHT Goals

The AOHT would benefit from support from a research-trained Fellow to help advance population health planning and evaluation for one of the two subpopulations related to support the goals of:

- Redesigning care for community-dwelling frail older adults and their caregivers, restoring

independence and improving health and well-being

- Improving health and social care coordination and transitions for high users of hospital-based services with complex chronic disease

6. Proposed Projects

The main area of focus for the OHT Fellow will be more programmatic, including supporting the development of the AOHT in becoming a learning health system. The fellow will work closely with the Analytics Team and Quality Improvement Committee to build evaluative capacity (50%), as well as undertake one project (50%) related to a subpopulation (based on interest/area of expertise either focused Healthy Ageing or Chronic Disease Management) which can serve as a case study in advancing a population health approach.

Performance Measurement (50%)

Analytics are fundamental in the monitoring and evaluation of ongoing programs. The AOHT is working toward a standardized approach to project planning whereby performance measurement will be embedded in project cycles and overtly used for decision making and evaluation. Opportunities have been identified in data sharing and data synthesis across AOHT partnering organizations with the intended outcomes of providing more robust performance measurement and enhancing communication, particularly during transitions in patient care. The team will need support in leveraging existing data sources, facilitating the sharing and synthesis of data from disparate sources, and implementing best practices in performance measurement.

Subpopulation (50%): Either Healthy Ageing or Chronic Disease Management (based on expertise)

1. Healthy Ageing

As part of building a new care model for community-dwelling older adults and their caregivers, the AOHT is working to develop new pathways so that community and acute care providers are aligned and have implemented a mechanism to identify, assess, and provide appropriate services to minimize functional loss and restore independence. Although mechanisms have been put in place to identify frailty in acute care (using the Rehab Care Alliance Post Falls Pathway and Clinical Frailty Scale), work is underway in partnership with the Centre for Effective Practice to develop a new clinical decision support tool to routinely identify frailty in primary care. As part of this work, rehab assets have been mapped and prioritized community-based interventions are expected to be agreed upon in Summer/Fall 2021 which will need support for evaluation and measurement across organizations and settings.

2. Chronic Disease Management

As part of an effort to improve health and social care coordination and transitions in the community for high users of hospital-based services with complex chronic disease, the AOHT has been working to better understand and segment this population. Starting with examining hospital-based data, the AOHT subsequently requested an Applied Health Research Question from IC/ES, "Complex chronic disease, healthcare utilization, and primary care access in the Algoma OHT" which will be available in Summer 2021 to help inform population health planning for this priority area. Recognising that chronic disease management relies on foundational elements, such as improving communication, discharge, and transitions; the team has been focused on this work initially prior to focusing on building out case management and care coordination for identified populations. The team will require specific support to analyse data to segment the population, as well as support the development of a new programme involving case management and care coordination for high users of the emergency department.

Project Summary

The Fellow will provide support to advance a standardized approach to performance measurement across the AOHT, as part of an effort to become a learning health system.

To validate the approach, the Fellow will be tasked with working with one of two identified subpopulations:

- Healthy Ageing: Community-dwelling frail older adults and their caregivers
- Chronic Disease Management: Higher users of hospital-based services with complex chronic

conditions

As an evaluation expert supporting established teams, the Fellow will analyse newly collected data to segment the population, support prioritisation of community-based interventions, and facilitate performance measurement across organizational settings.

7. Desired Competencies

The AOHT is seeking a Fellow with strong research and analytical skills as per the Canadian Health Services and Policy Research Alliance (CHSPRA) enriched core competencies (<https://cihr-irsc.gc.ca/e/49883.html>). Specifically, within the research and analytical skills components, we are seeking individuals with the following attributes/competencies:

- Analysis and evaluation of health and health-related programs and policies
- Analysis of data, evidence & critical thinking
- Knowledge translation, communication and brokerage.

The Fellow will have an opportunity to strengthen professional skills across all CHSPRA identified attributes/competencies, however, it is expected that the following will be relied on the most:

- Leadership, mentorship and collaboration
- Project management
- Change management and implementation

Does Your OHT Require a Fellow with Bilingual Proficiency?

No

8. OHT Environment

The Fellow will be embedded in the AOHT Transformation Office with the Director of Integrated Care as the host supervisor who has demonstrated a commitment to mentorship and understands the value of research-trained individuals. The Director is a health system leader with management and governance experience across the continuum of care, who has focused his career on the adoption of new community-based service models and technologies to improve access to care for chronic disease and an ageing population. Having worked with CIHR in the past, he has an appreciation for embedding research capacity to support health and social system organizations to become a learning health system. Beyond the Director of Integrated Care, the Leadership Council of the AOHT has made a commitment to supporting the Fellow, including having identified 3 senior-level leaders that can act as a mentorship committee that will meet regularly. As a member of the AOHT Transformation Office, the Fellow will also be invited to actively participate in the operations and governance functions of the Office.

By Summer/Fall 2021, the AOHT will have entered a level of maturity whereby it will have the critical infrastructure needed to both support and benefit from a Fellow. This includes having project teams that have been in place since Winter 2021, that are resourced and actively advancing work. With a ramp down of AOHT COVID19 related projects in Summer 2021 and teams who have defined project plans and relationships in place, the teams will be at a stage to make the best use of embedded research capacity.

As part of Performance Measurement work, the Fellow would work with Analytics, Clinical Informatics and Quality Improvement and for the subpopulation work, this would include physician/clinical leads, caregivers, decisionmakers, frontline staff, and patients, as well as provincial stakeholders (i.e. Rehab Care Alliance).

Preferred Work Arrangement for Fellow

Hybrid

Flexible depending on candidate needs

9. Opportunities for Professional Growth and Development

Working in a Northern setting the Fellow will be a key and respected colleague who will be able to quickly build professional skills as highlighted above, including in the areas of leadership, project management and change management. Much of the learning will be experiential, allowing the Fellow to lead and see the direct impacts of some of their work in a community, while being supported by team members and mentors. Being located in a smaller community, the Fellow will have access to leaders from across the health system from primary care to acute care, as well as public health and social services, which will provide a rich environment to advance population health planning.

The AOHT partners have strong expertise in change management, project management and quality improvement and can offer Lean certification via our team of facilitators and training to leverage all the available data resources (i.e. EMRs/health system databases).

File Upload

