



Toronto Rehab

*Advancing Rehabilitation
Enhancing Quality of Life*

ENVISIONING AN ACADEMIC HEALTH SCIENCE CENTRE THROUGH INTEGRATION

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OBJECTIVES

- Commonwealth Report Framework
- Define Integration
- Organizational Scan
- Process
- Results
- Future directions



COMMONWEALTH REPORT

ACADEMIC HEALTH SCIENCE CENTRE OF THE FUTURE - FOCUS:

- Clinical Care
- Education
- Research
- Leadership

(Commonwealth fund task force on AHSC, 2003)



COMMONWEALTH REPORT

ACADEMIC HEALTH SCIENCE CENTRE OF THE FUTURE - VALUES:

- Patient-centeredness
- Interdisciplinary focus
- Excellence and Focus
- Openness and Teamwork
- Commitment to Learning
- Continuous Improvement
- Accountability



(Commonwealth fund task force on AHSC, 2003)

MISSION AND VISION

Our Vision

To advance rehabilitation and enhance quality of life

Our Mission

We partner with individuals, their families and supporting communities in innovative, effective adult rehabilitation and complex continuing care. In affiliation with the University of Toronto, we lead the integration of service, research and education, and the development of a coordinated rehabilitation system.



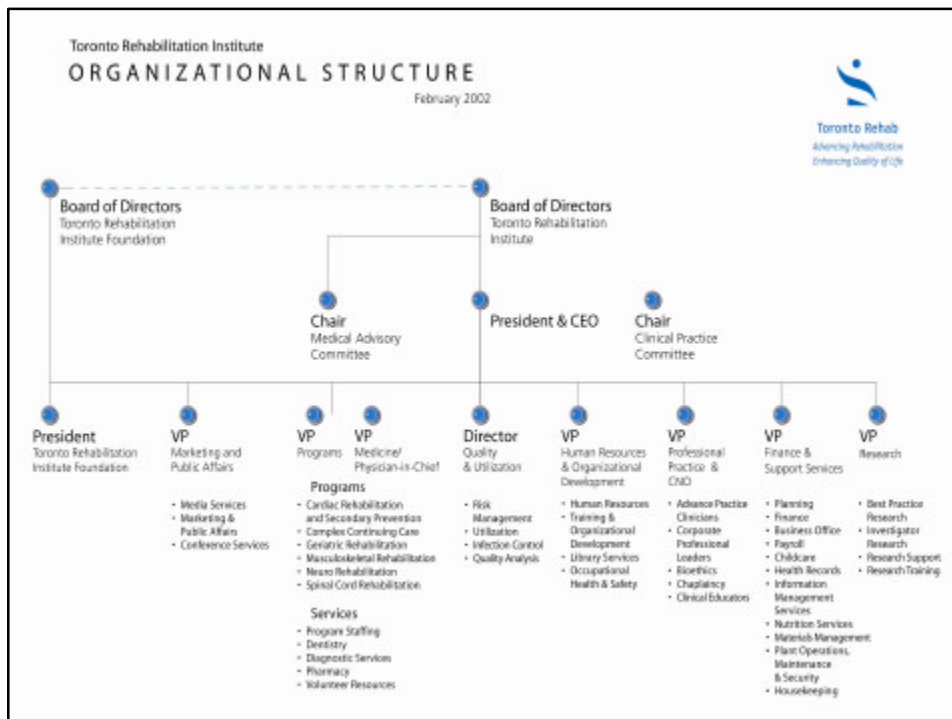
INTEGRATION

- Focus on our mission as an academic rehabilitation/CCC institute
- Our education and research foci and activities are connected to and informed by patient care now and in the future and vice versa
- There is alignment and collaboration between teams that have primary focus in patient care, education and research – breaking down some of the silos that exist
- Collaboration and alignment, not decentralization of education and research resources



INTEGRATION

- Key emphasis on developing and fostering best practice and outcomes at patient care level
- Preferred center of learning for key professional groups
- Continuing education programs foster best team practice
- Use of best knowledge in the planning and delivery of care
- Generation on new knowledge in rehabilitation and CCC
- Preferred employer, work life satisfaction



ORGANIZATIONAL SCAN

- Planning processes
- Alignment
- Priorities and focus
- Accountability framework
- Teamwork



PROCESS

- Changes in Professional Practice portfolio
- Leadership engagement and discussion
- Validation session
- In-depth discussions
- Recommendations/responsibilities
- Action strategies



RECOMMENDATIONS

- Review and revise accountability framework and expectations of different roles in relation to integration
- Examine corporate score card in relation to integration of patient care, education and research
- Review committee structures and align them to foster working together to achieve goals of integration.
- Review the strategic and operating planning process to reflect the integration of patient care, education and research



RESULTS

- Role mapping and accountability framework complete
- Committee structures aligned
- Integration is key focus in strategic and operating planning processes
- Alignment of resources and focus, e.g. professional development
- Engagement of clinical teams in integration discussions



KEY ENABLERS

- Leadership support
- Agreement about core focus
- Stakeholder buy-in
- Critical analysis and discussion
- Accountability and deliverables



FUTURE DIRECTIONS

- Clinician accountability in academic centre
- Support and time to support three core foci
- Transparent decision-making
- Knowledge strategy
- Integration of support services
- Indicators to evaluate and monitor integration



ACKNOWLEDGEMENTS

- Senior management team
- Professional Practice
- Program
- Research
- Human Resources



CONCEPTUAL FRAMEWORK FOR CONTINUING PROFESSIONAL DEVELOPMENT

