



**AFHTO**

# **Strategic Plan Meeting**

February 9, 2011

**Welcome to all FHTs!**

# Presenters

**John McDonald**

AFHTO President, and Physician Lead, PrimaCare Community FHT

**Sean Blaine**

AFHTO Membership Committee Chair, and Physician Lead, STAR FHT

**Keri Selkirk**

AFHTO Board Treasurer, and Executive Director, Thames Valley FHT

**Angie Heydon**

AFHTO Executive Director

# Objectives

- To ensure that AFHTO's strategic plan captures and reflects the key priorities shared by FHTs across Ontario.
- To increase engagement and active participation by leaders/staff (medical, IHPs and admin) within FHT members in achieving shared priorities.
- To increase number of FHT members to strengthen AFHTO's voice and sustainability.

# Agenda

**AFHTO's vision, mission, principles and values**

**Logic model**

**10 priority initiatives to advance AFHTO in the 6 strategic directions**

**Engaging FHT support**

**Summary & Next steps**

**Next day: E-mail (Feedback Survey) sent to all FHTs  
(Survey period February 10-24)**

# Vision & Mission

*Based on direction provided by 150 FHT leaders at the November 2009 AFHTO leadership retreat:*

**Vision:** Family health teams are recognized by patients, FHT boards and staff, other health organizations, the public at large and their government as an innovative and efficient model for delivering accessible, comprehensive, high-quality, patient-centred primary health care.

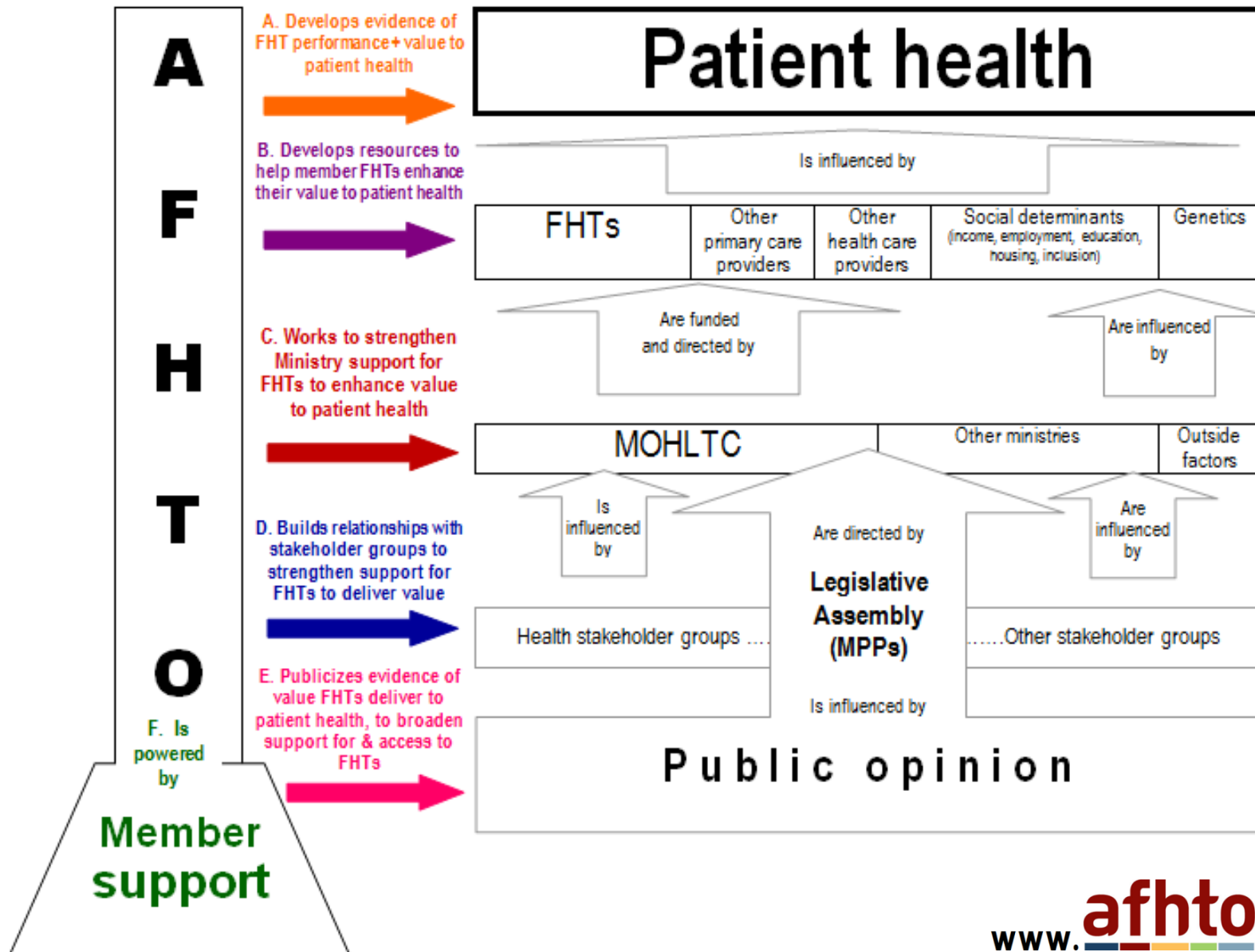
**Mission:** To achieve this vision, AFHTO works with and on behalf of its members as the advocate, champion, network, and resource center for family health teams, to support them in improving and delivering optimal care

# Principles & Values

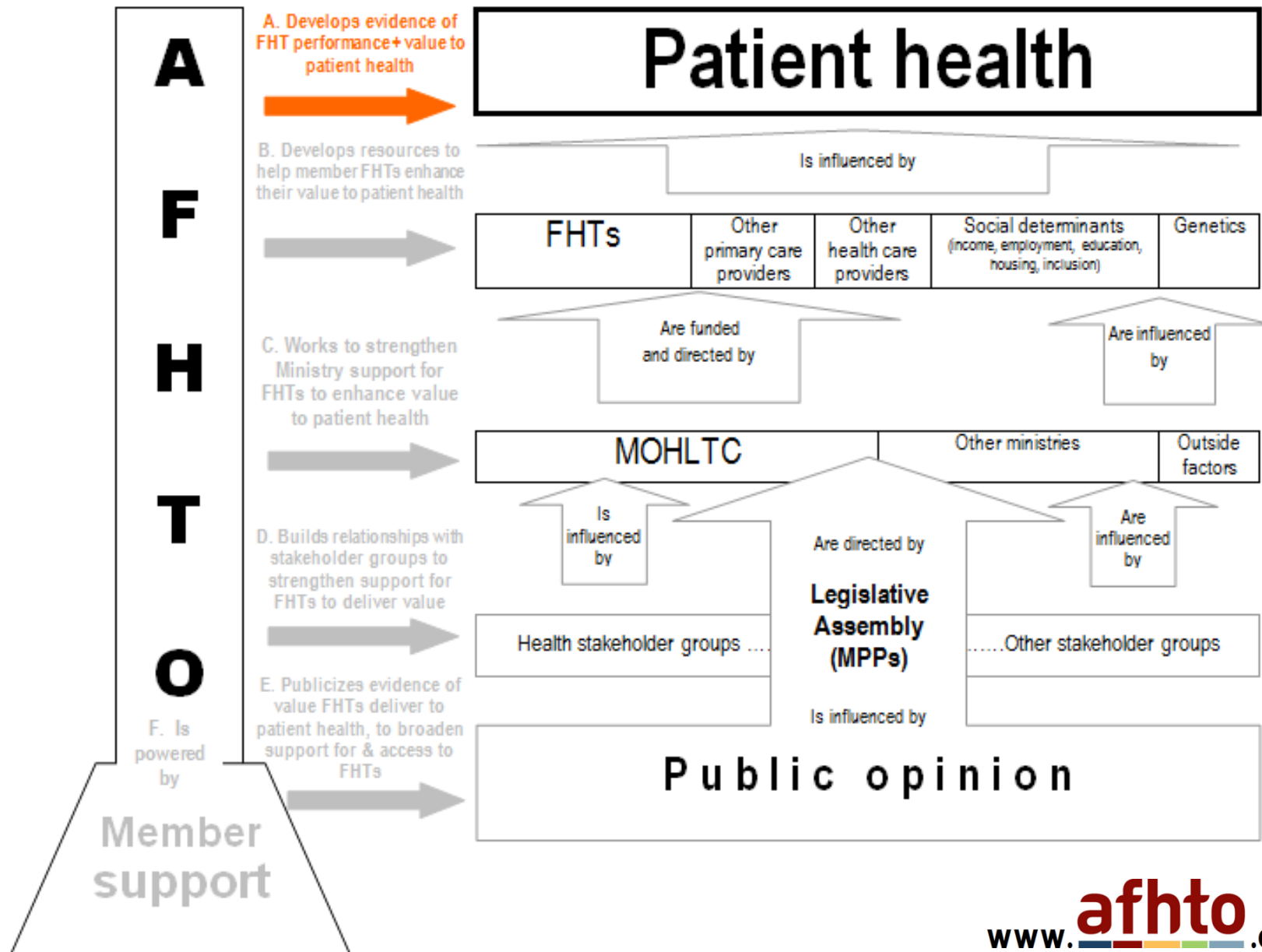
**Principles:** AFHTO believes that Comprehensive Primary Care is the foundation of a sustainable responsive health care system in Ontario

**Values:** Transparency, Equity, Diversity, Collaboration, Honesty and Integrity, Interprofessional Cooperation, Dedication to Constant Improvement

# Logic Model



# Logic Model





# Strategic Directions

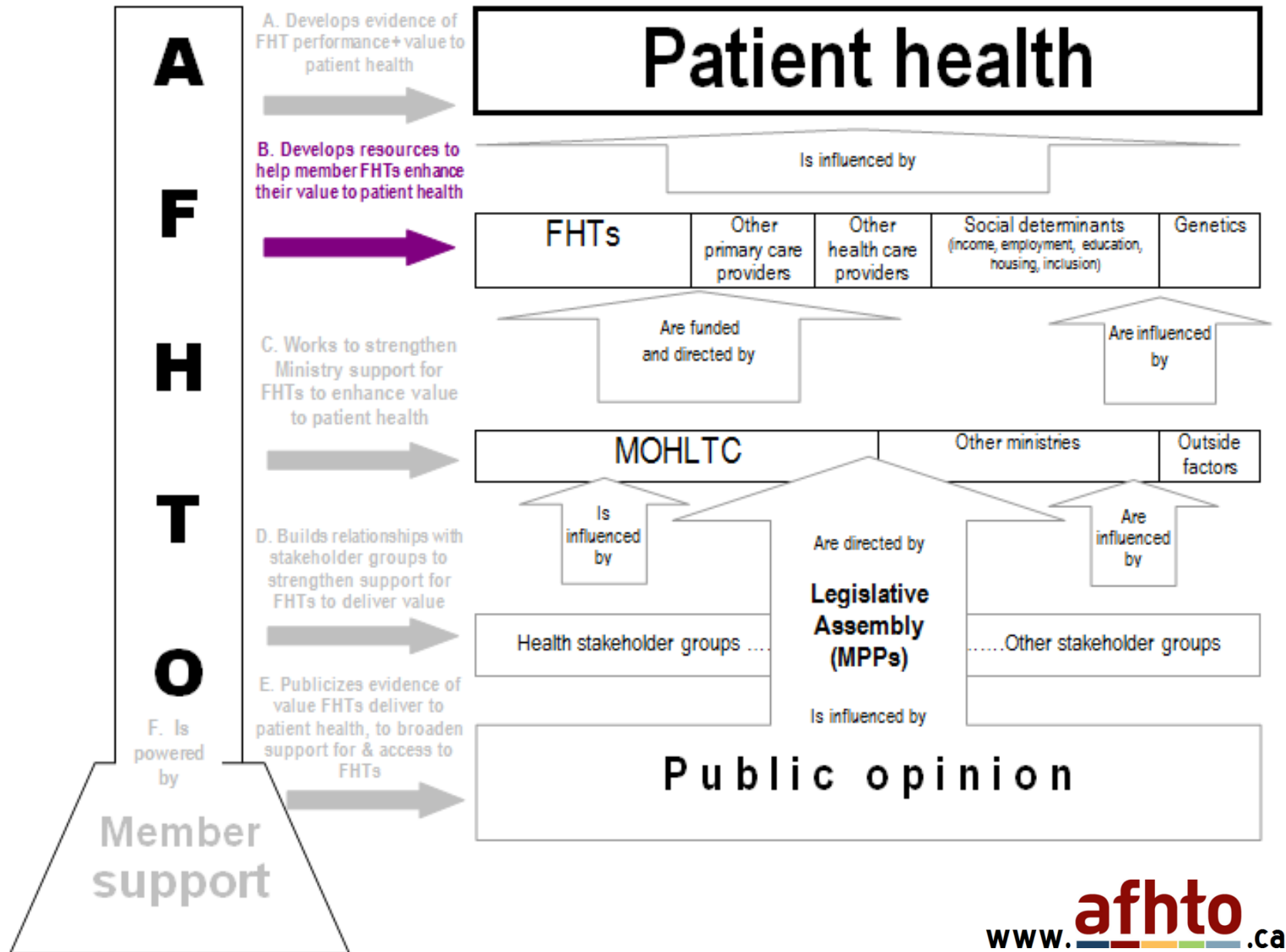


**A. Develop evidence of FHT performance and value to patient health**

**A.1. Strategy for advancing performance measurement in FHTs**



# Logic Model



# Strategic Directions

## B. Develop resources to help member FHTs to enhance their value to patient health

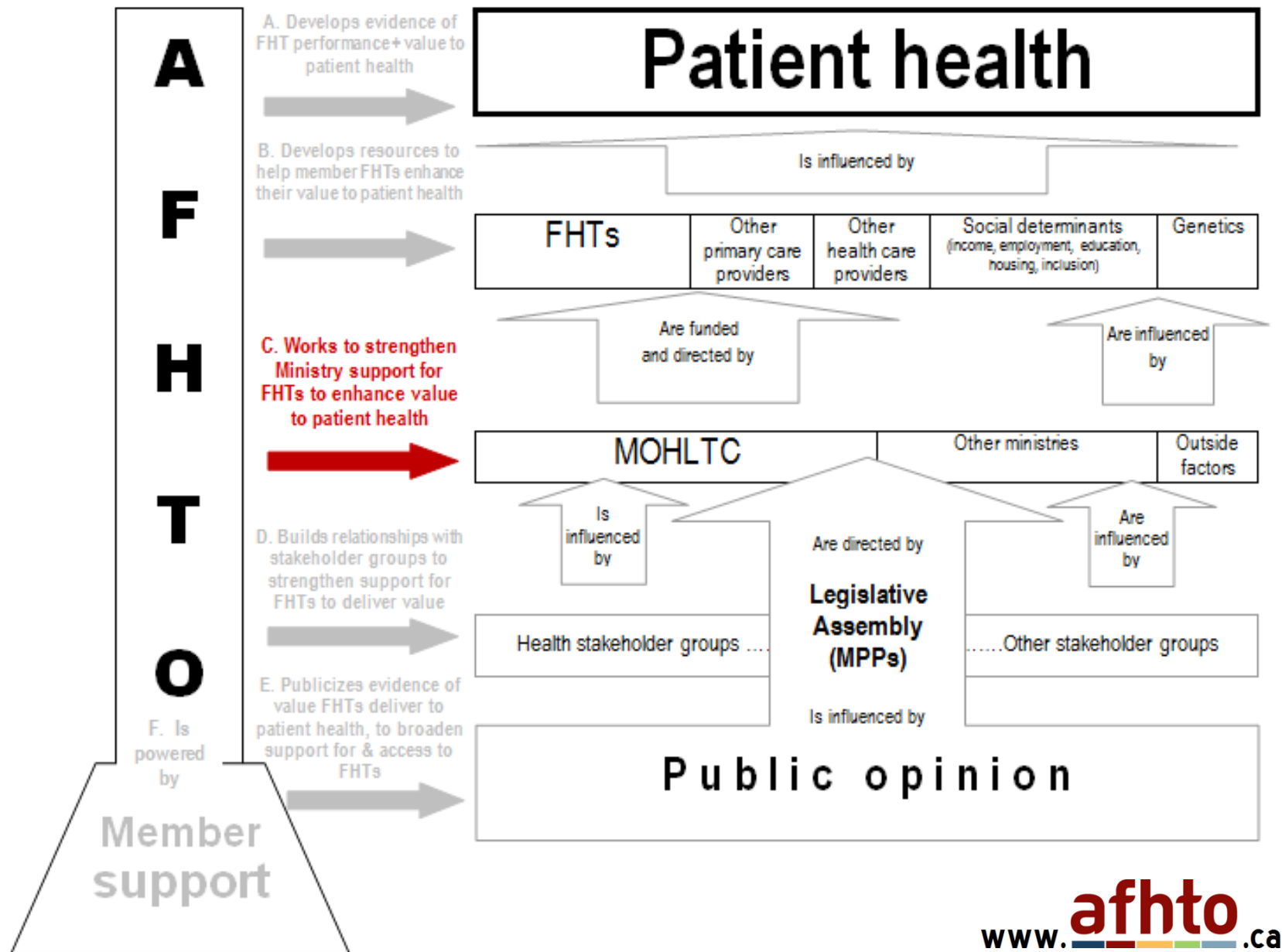
**B.1. Governance development project**

**B.2. Group purchase arrangements**

**B.3. Annual conference**



# Logic Model



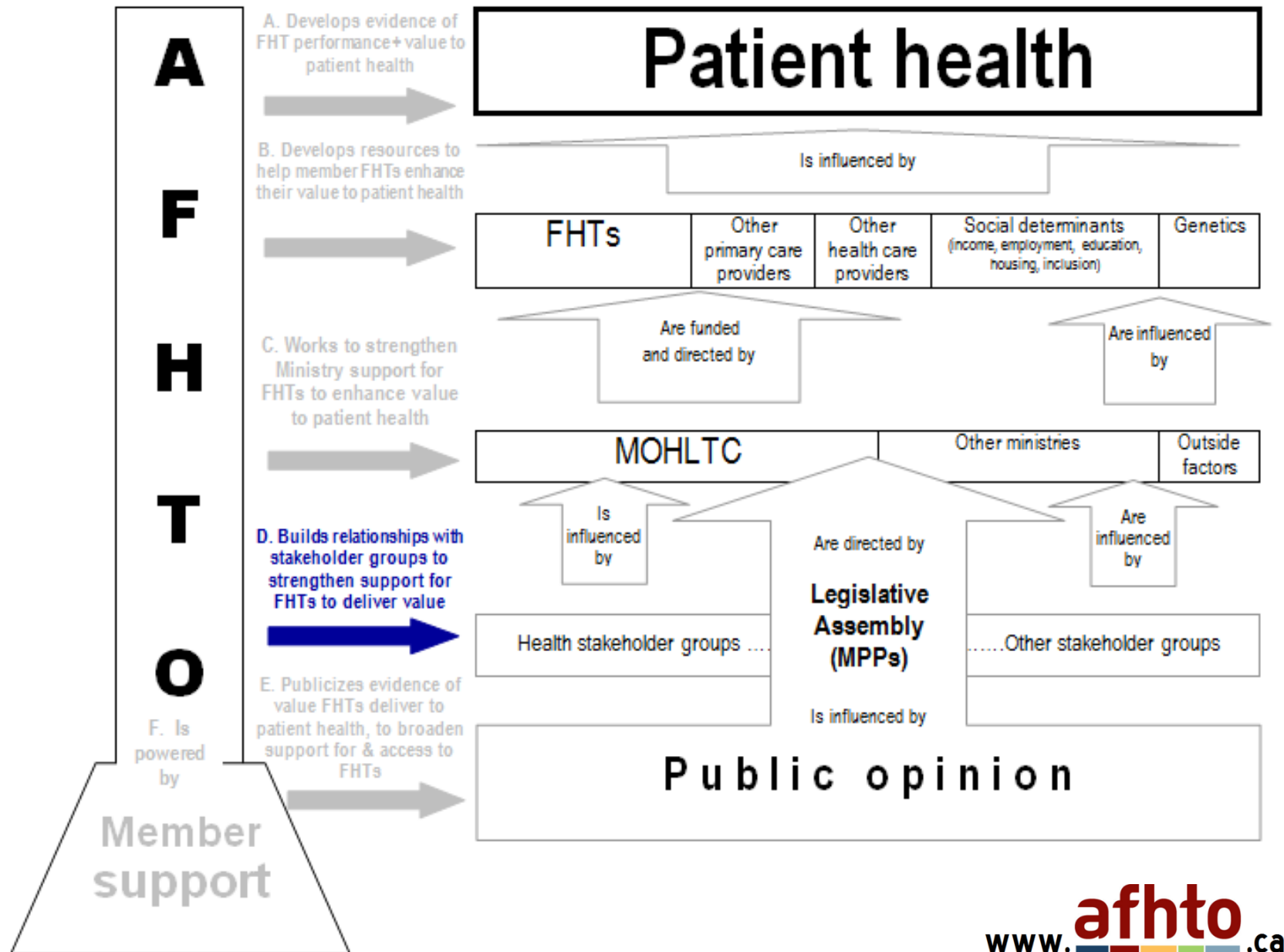
# Strategic Directions

## C. Strengthen Ministry support for FHTs to enhance their value to patient health



**C.1. Continue to implement process for issues identification and collaborative problem-solving with MOHLTC, starting with budget and funding process**

# Logic Model



# Strategic Directions

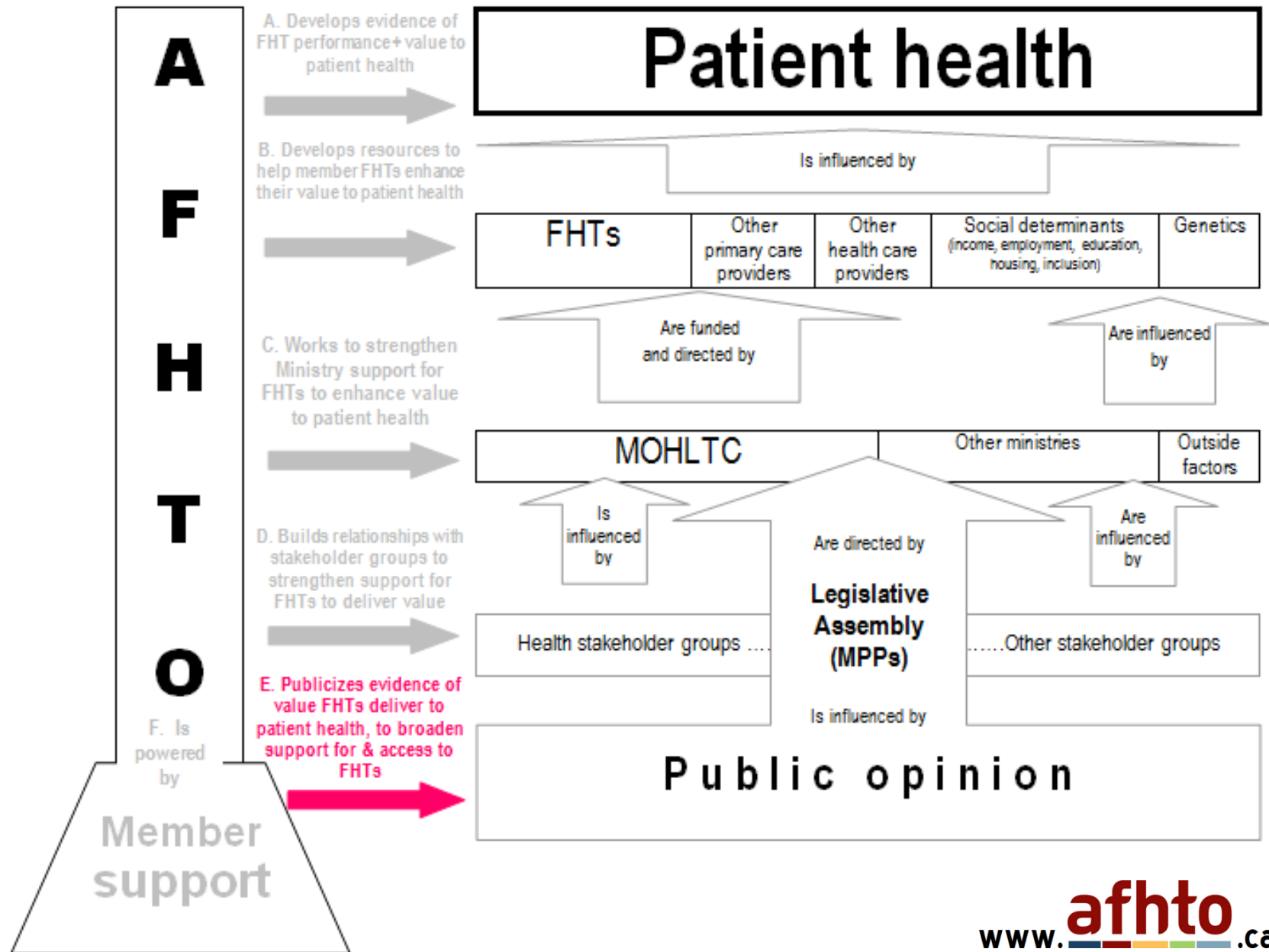
**D. Build relationships with stakeholder groups to strengthen support for FHTs to deliver value**

**D.1. Partnership role in MOHLTC “Strengthening Primary Care” initiative and preparation to implement “Excellent Care for All Act” in primary care**

**D.2. Advocacy in support of recruitment & retention (pension & benefits)**



# Logic Model





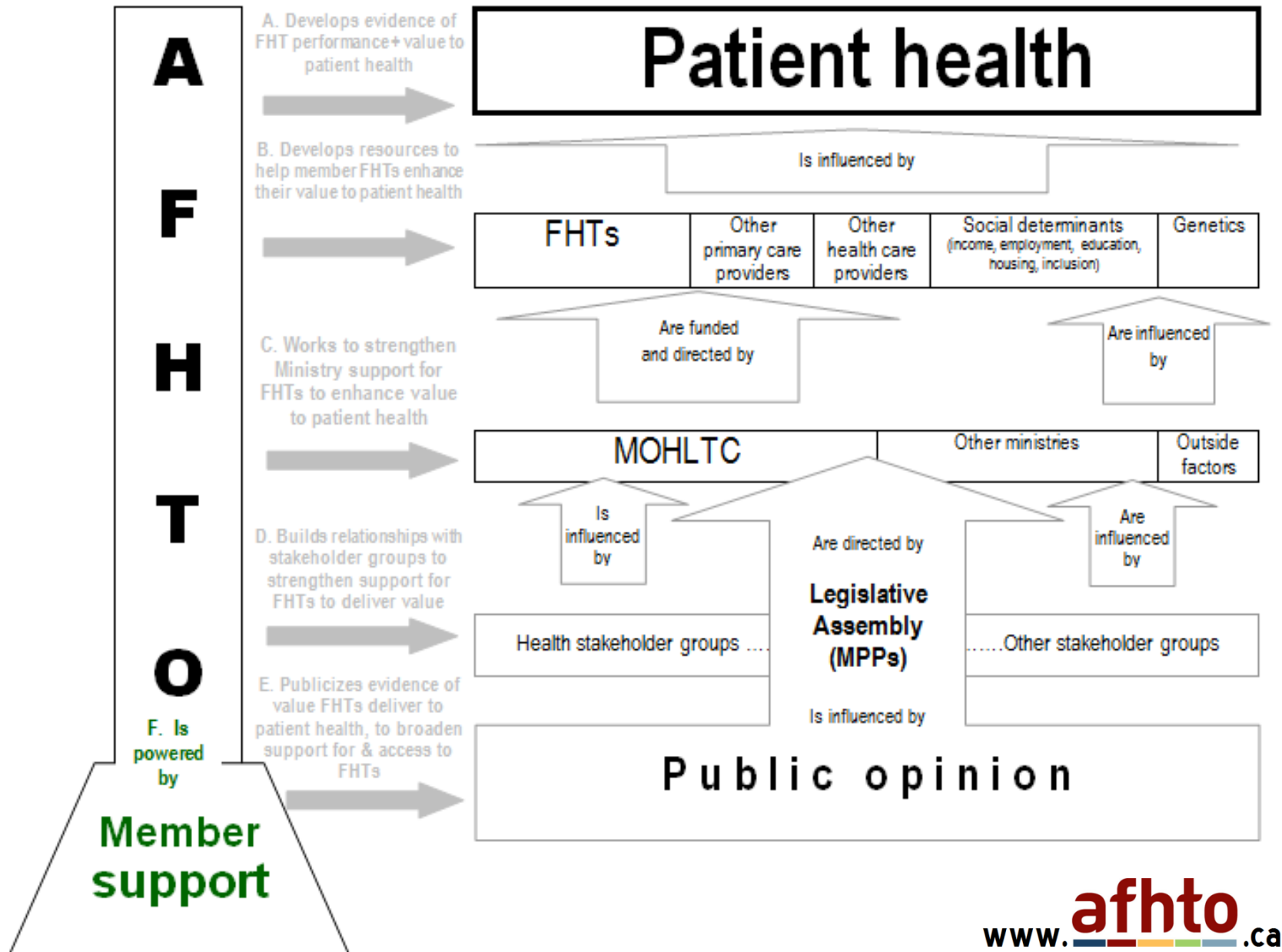
# Strategic Directions



**E. “Toot our own horns” –  
Publicize evidence of value  
FHTs deliver to patient  
health, to broaden support  
for & access to FHTs**

**E.1. Report on evidence of  
FHT success / pre-  
election education  
campaign**

# Logic Model



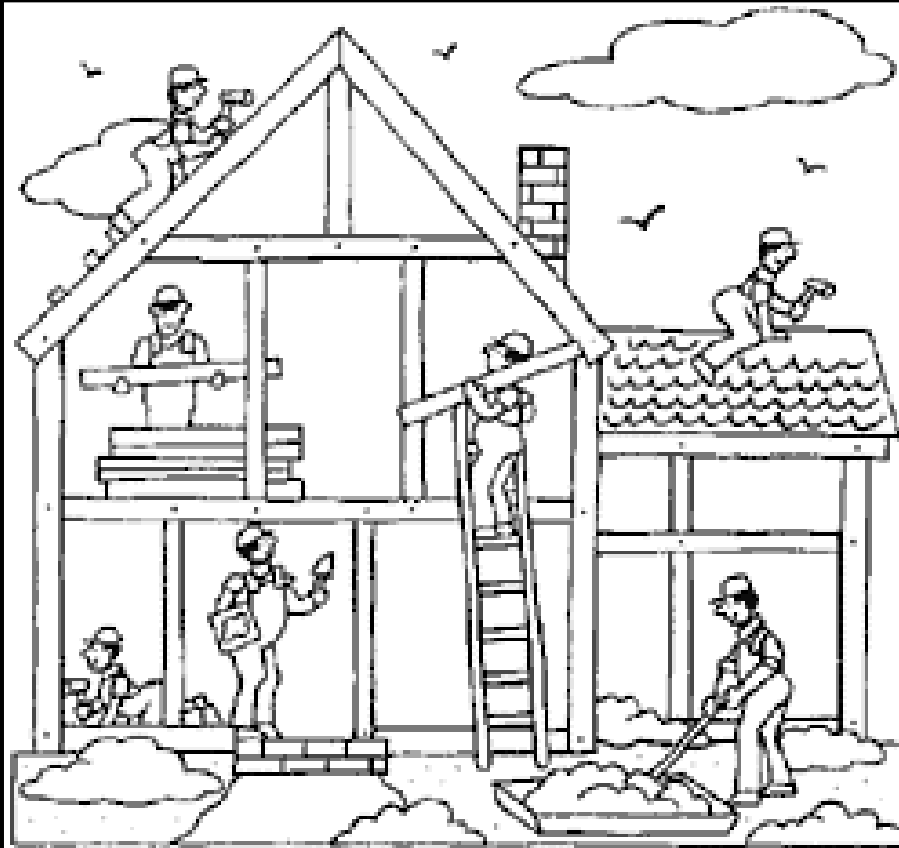
# Strategic Directions

## F. Power the AFHTO organization through strengthened membership and supporting infrastructure

- F.1. Build member engagement in pursuing AFHTO's vision and mission
- F.2. Continue to develop necessary infrastructure for the AFHTO organization

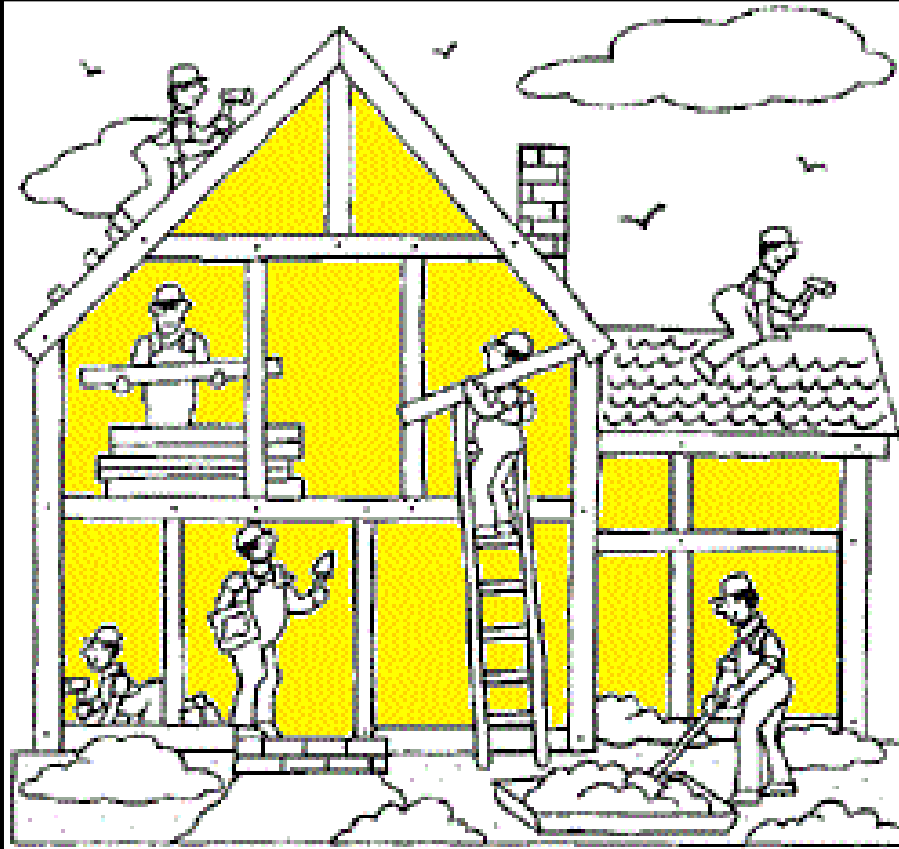


# Engaging FHT Support



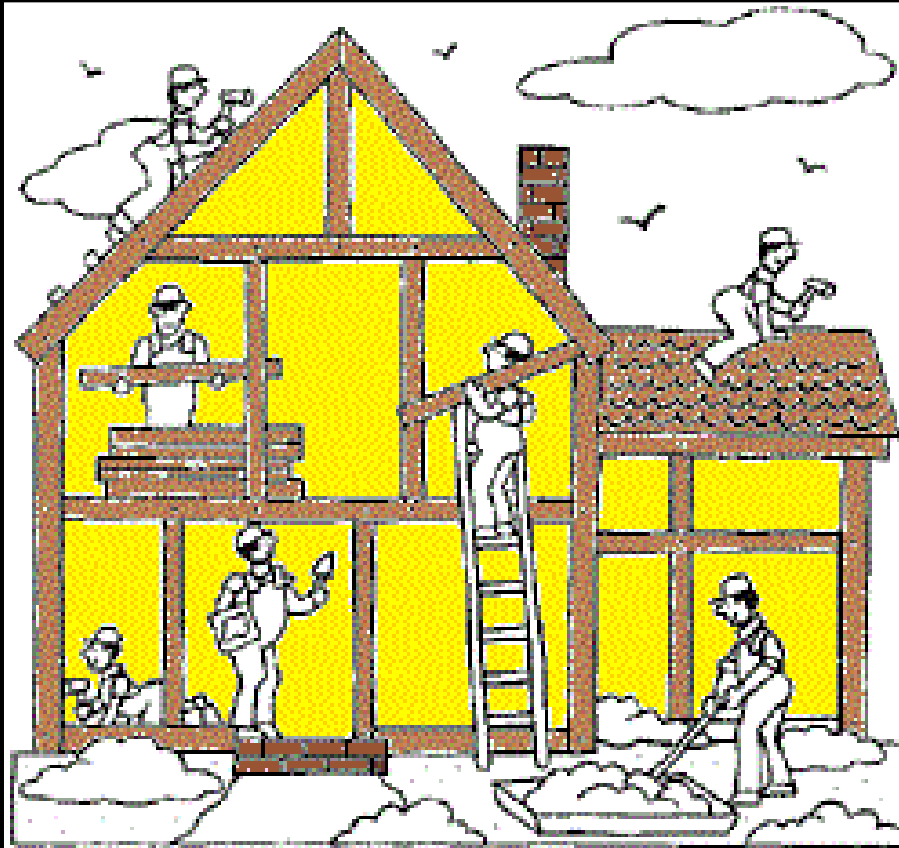
AFHTO is a fledging association representing a brand new healthcare model. It's been highly effective in being a place for FHTs to share learning, to create and translate leading edge primary care policy and practice, and to represent, with a common voice all member FHTs with other stakeholders and the Ministry.

# Engaging FHT Support



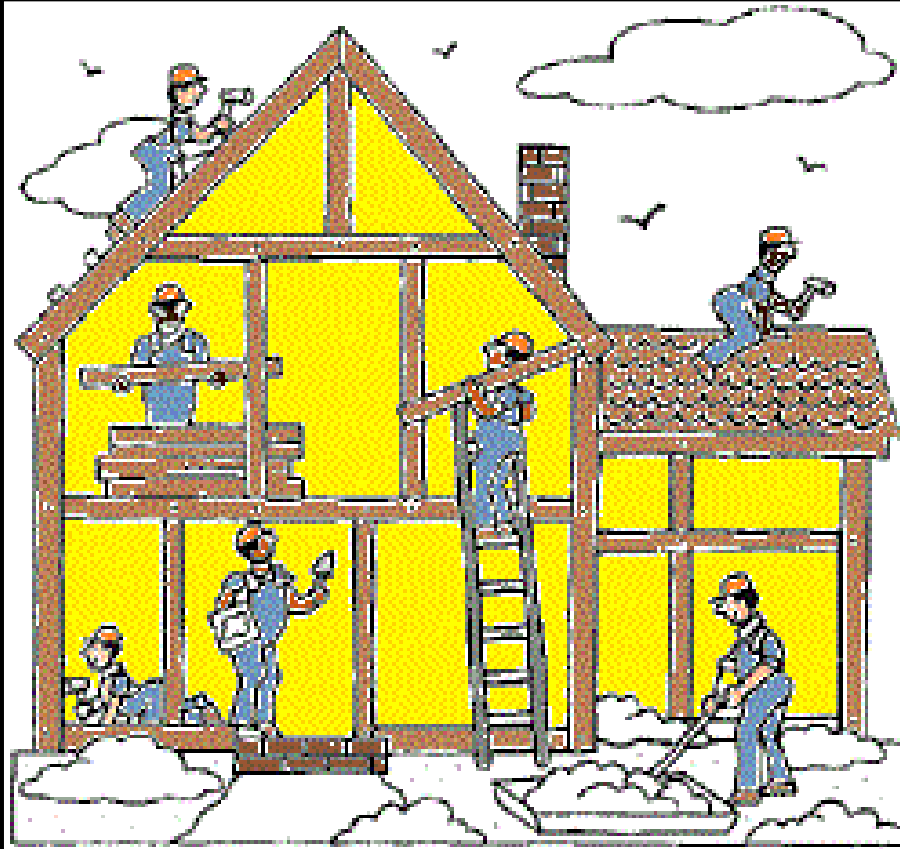
Our efforts and effectiveness have increased almost exponentially with the hiring of our first Executive Director, in September 2010, albeit on a half-time basis.

# Engaging FHT Support



The recent announcement by the MOHLTC on partnering, through AFHTO, with the FHTs on the province's Nicotine Replacement Therapy is one very small example of potentially enhanced roles for AFHTO and the FHTs in primary care

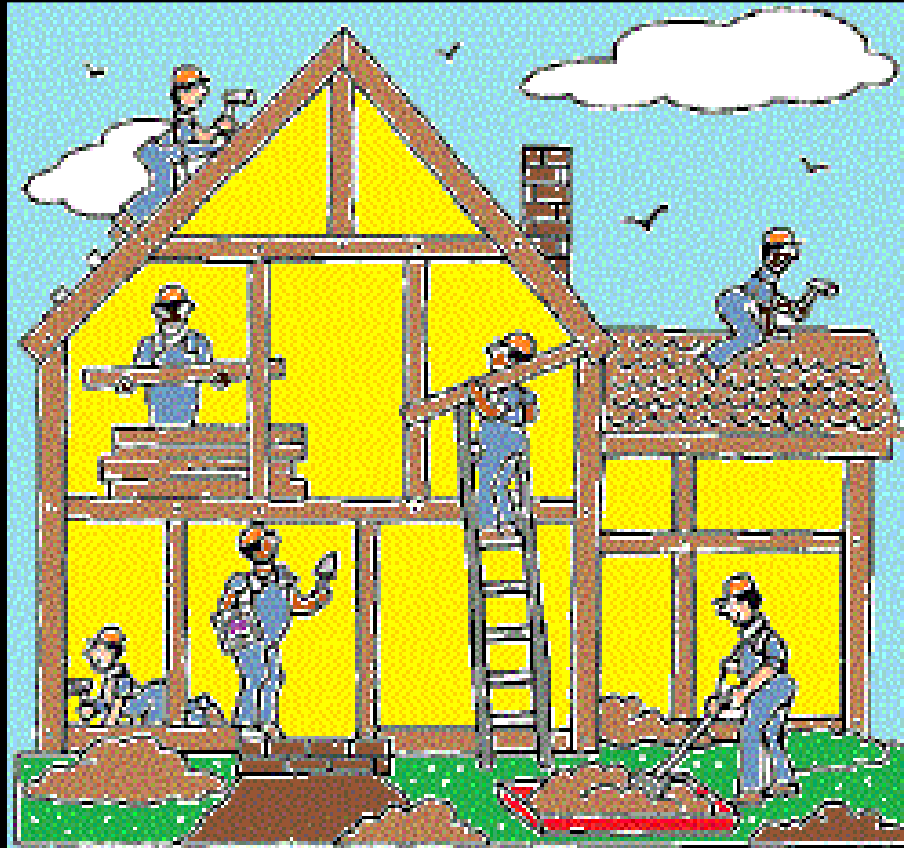
# Engaging FHT Support



Our strategic plan is ambitious but absolutely realistic. However, there are important success factors.

The first is commitment of all (or nearly all) FHTs to AFHTO as active members and as volunteers. We have achieved a lot in our four years as a volunteer organization and we will need the continued volunteer participation.

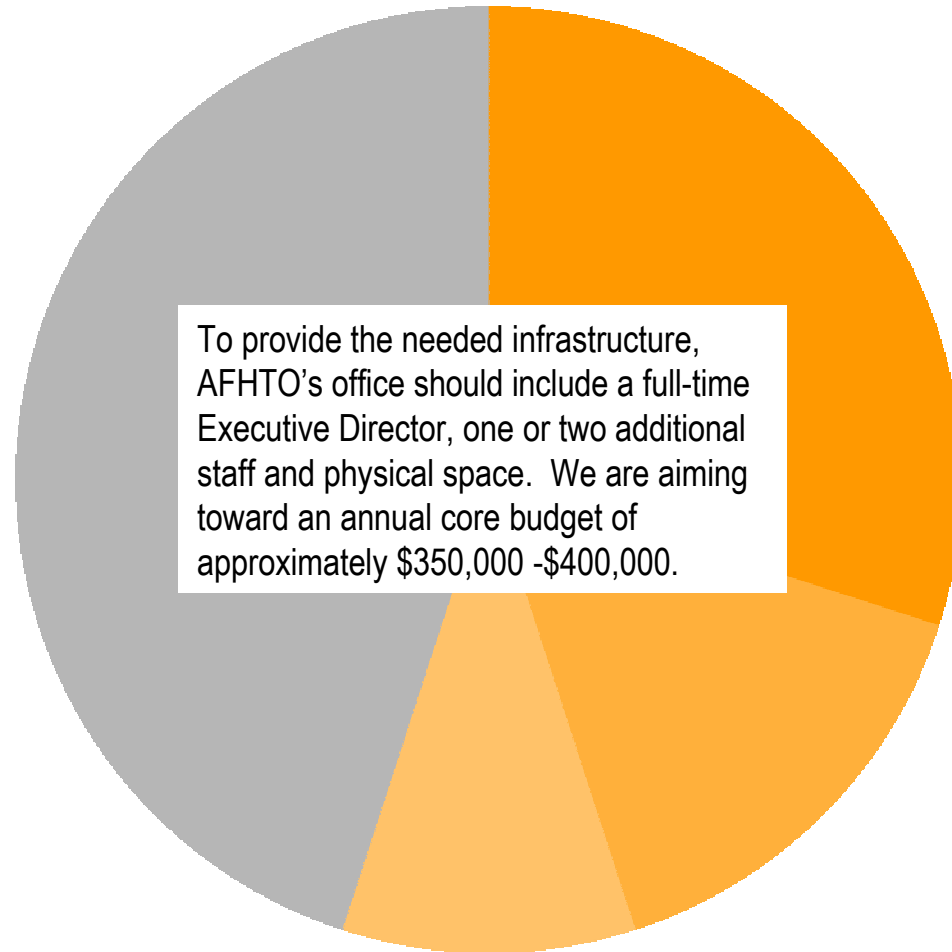
# Engaging FHT Support



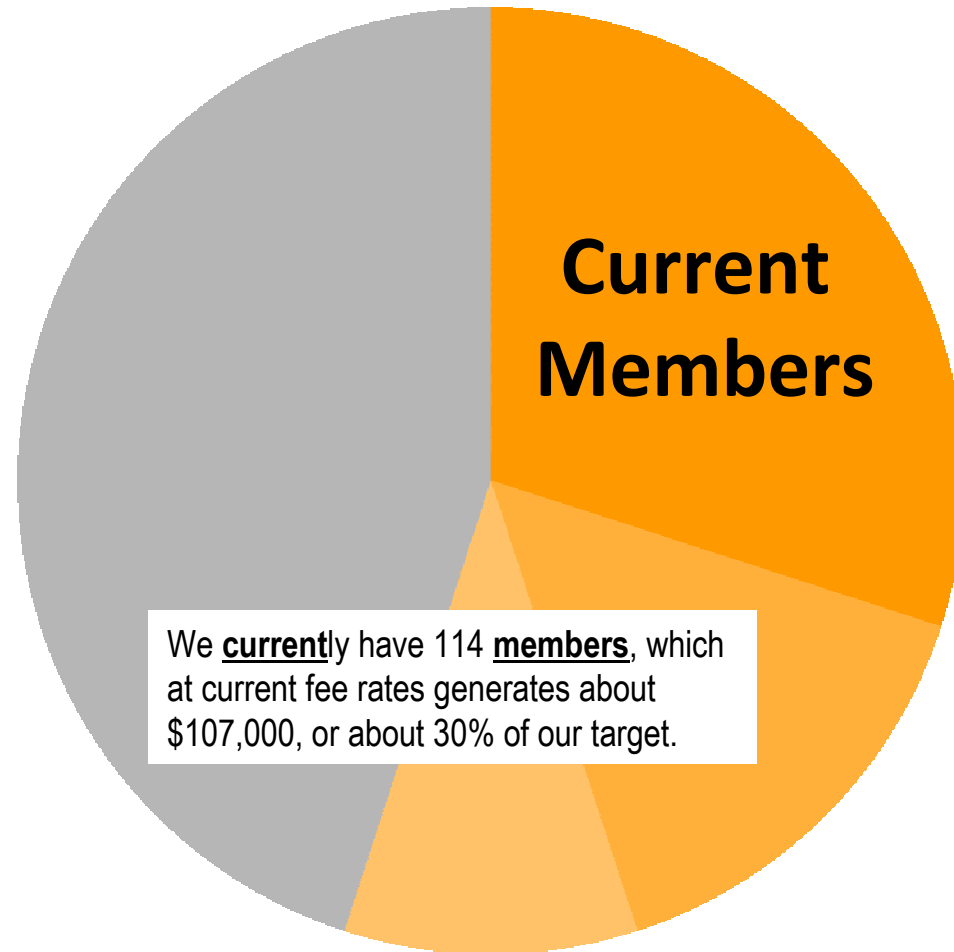
As importantly, we'll need to increase our office capacity, to be able to support and coordinate all of these initiatives. The combination of infrastructure + volunteer support determines how quickly we can move in achieving the strategic directions



# Our Target: Fully Functioning & Sustainable AFHTO



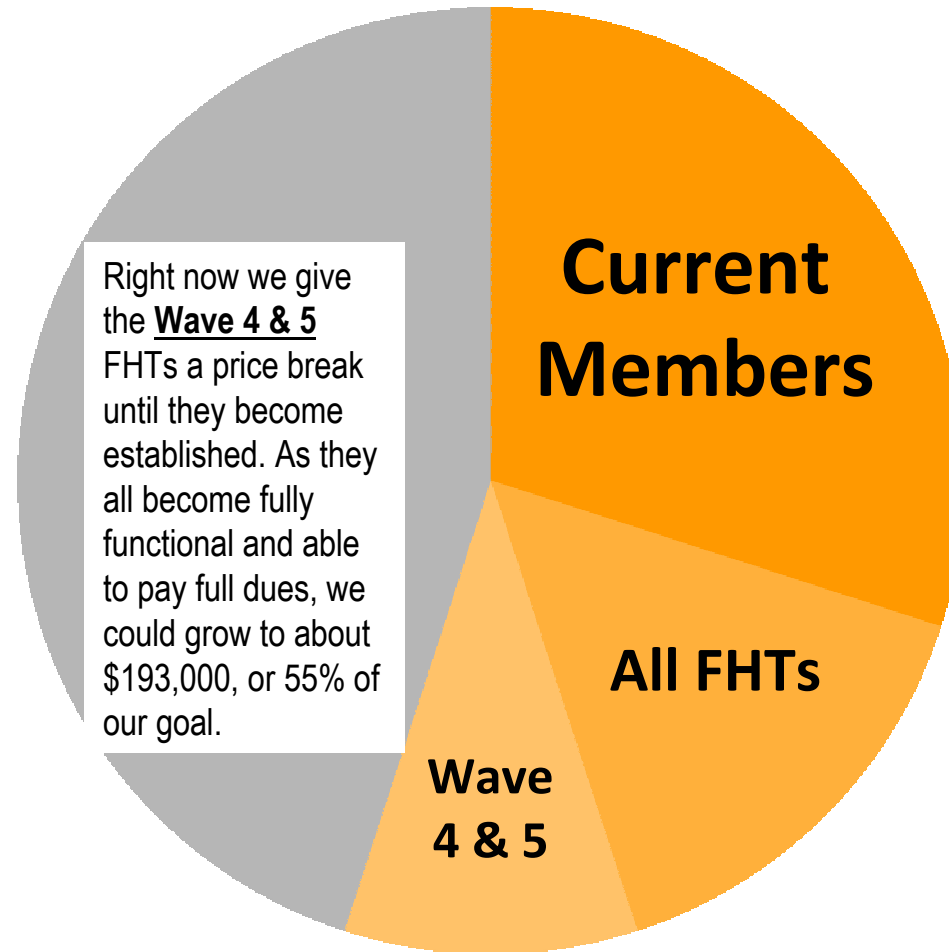
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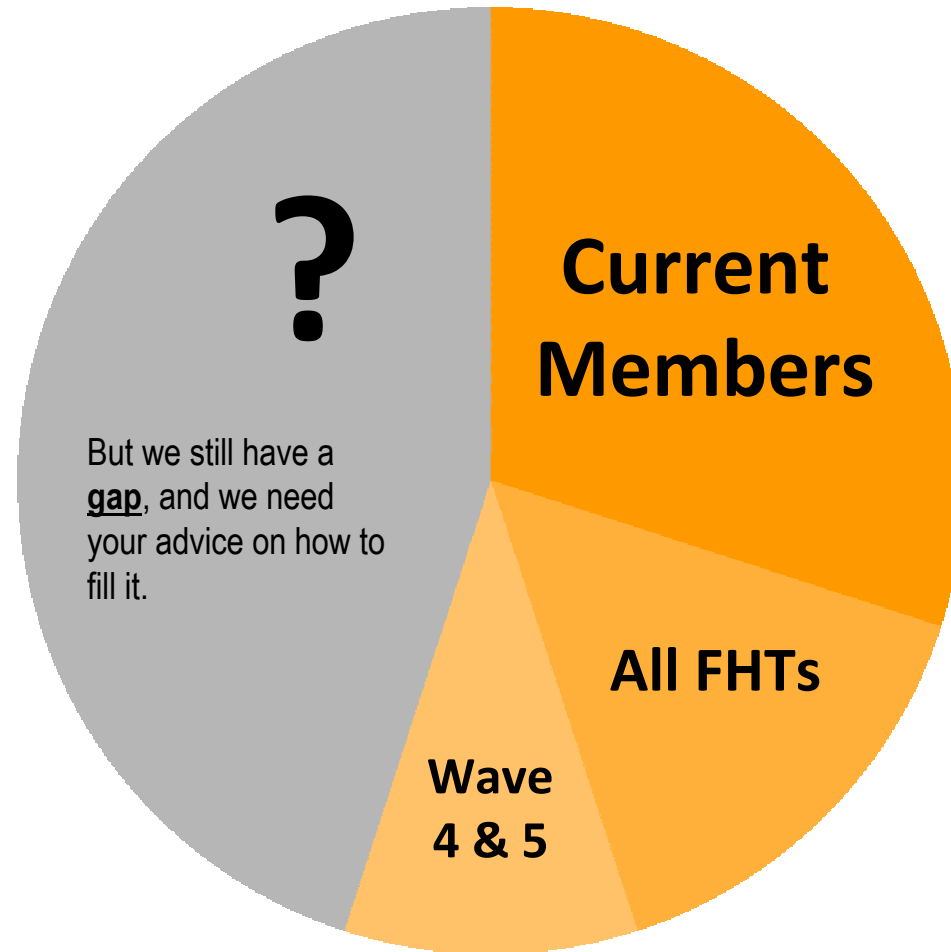
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# Fees

	Current	Proposal	AOHC <small>For comparison, fees paid by Community Health Centres to their association.</small>
Pre-operational FHTs	\$ 250	\$ 500	n/a
Budget < \$1M	\$1,000	\$1,000	\$3,000
Budget \$1 – 3M	\$1,000	\$2,000	\$4 – 7.25K
Budget > \$3M	\$1,500	\$3,000	n/a
Budget > \$5M		\$4 – 5,000	

**Proposal = 85% of target budget (assuming full membership)**

# Bringing it all together

Our polling of the FHT leaders attending this meeting tells us:

- All agreed that AFHTO's vision, mission, principles and values continue reflect their expectations for their association.
- All agreed that the 10 priority initiatives proposed in the draft strategic plan reflect some or all of the key priorities their FHT holds for AFHTO.
- At least half of the group is willing to volunteer their time to work on AFHTO projects.
- All support AFHTO's work. Naturally, the level of financial support that individual FHTs are able to provide is mixed.
- Through our follow-up survey, we hope to learn more from you about the priority initiatives, and what is fair and affordable to enable all FHTs to become members in their association



# Next Steps

**Tomorrow:**

**E-mail (Feedback Survey) to all FHTs**

(Survey period February 10-24)

**Questions?**

Angie Heydon, AFHTO Executive Director

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association of family  
health teams of ontario

**Thank You**

**[www.afhto.ca](http://www.afhto.ca)**