

Guiding Principles for the Algoma Ontario Health Team (AOHT) Leadership Council

The guiding principles within this living document of the Algoma Ontario Health Team (AOHT) will ensure a collaborative commitment of accountability to those it collectively services. These principles will support interactions with consumers, between partners and with the broader community at large. This resource will be utilized to guide all AOHT activities and shared decision-making. As AOHT achieves successes, so too will these guiding principles evolve. AOHT's collaborative, consensus-based decisions will at the highest level be measured against the expectations within its vision. Ongoing evaluation & revision of AOHT's vision and these guiding principles will be addressed as needs are identified.

Vision:

An integrated health system focused on the unique needs of Algoma residents; where people receive seamless, excellent care where and when they need it.

Over-arching goal:

A locally-planned, sustainable health care system with appropriate utilization and allocation of resources; existing or new.

Guiding Principles (fluid & flexible based upon ongoing, collective evaluation of needs):

<h3>Partnership & Behaviour</h3> <ul style="list-style-type: none">• Demonstrations of mutual respect by all• Development of enhanced and trusting partnerships• Effective and transparent communication (e.g. sharing of activities and outcomes)	<h3>People & Inclusion</h3> <ul style="list-style-type: none">• Engagements, planning and actions that are inclusive of diverse perspectives and needs of all people• Endeavour to attain perspectives of all relevant geographies and vulnerable populations• Design of population-based programming, aiming to improve health outcomes; acknowledging socio-demographic factors may put populations at greater risk• Provision of culturally sensitive & safe care• Commitment to engagement and reconciliation with the Indigenous population (e.g. development of work plan for enhanced cultural competency)• Commitment to both official languages (e.g. training opportunities and utilizations of resources and translation)	<h3>Access, Responsiveness & Empowerment</h3> <ul style="list-style-type: none">• Focused efforts to improve health care equity, access & coordination• Person-centred and community-empowered decision-making and prioritization of needs & services• Commitment to responsiveness to individuals, families, partners and communities
<h3>Knowledge & Quality</h3> <ul style="list-style-type: none">• Inclusion and analysis of relevant data and social determinants of health in planning, decision-making and continuous quality improvement efforts• Remain well-versed in Ontario Health's Quality expectations		<h3>Efficiency & Efficacy</h3> <ul style="list-style-type: none">• Endeavour to remove waste and barriers within the system• Efforts to achieve collaborative solutions to identified gaps in services• Commitment to efficient, effective utilization and maximization of fiscal and human resources• Efforts to prevent redundancies and development of linkages to (and from) existing, relevant community tables/work groups/committees
<h3>Valuing of Human Resources</h3> <ul style="list-style-type: none">• Commitment to improving work-life of AOHT's collective work-force• Provision of shared educational opportunities for identified knowledge gaps		

Closing Statement

Expected utilization of the AOHT's Guiding Principles:

- This tool is a living document and should therefore be enacted
- These guiding principles will need ongoing evaluation as the AOHT evolves
- These principles will be incorporated into implementation plans for each newly identified population
- The principles above will guide regularly demonstrated behaviour amongst and between AOHT partners
- These guiding principles will be incorporated into all AOHT communications, activities and engagements

ALL AOHT decision-making will be guided by these principles. ACTION needs to align with these guiding principles.