

THE KRAFT FAMILY NATIONAL CENTER
FOR
LEADERSHIP AND TRAINING IN COMMUNITY HEALTH

**Application for Mentor Centers to Participate in the
Kraft Center Fellowship in Community Health Leadership**

Background

The Kraft Family National Center for Leadership and Training in Community Health is seeking community health centers, or similar health care organizations serving a diverse, primarily low-income patient population, to serve as mentor, exemplar practice and scholarship sites for its two-year Fellowship in Community Health Leadership. Mentor sites will have the opportunity to participate in an innovative, multidisciplinary Fellowship whose goal is to prepare future leaders who will help ensure the delivery of high quality care in community based settings that serve predominately diverse, low- and moderate-income individuals and families and underserved communities. The MA League of Community Health Centers, an important partner in the development of the Kraft center, and community health centers leaders have participated in developing the selection criteria for mentor centers. These criteria have been designed to ensure the highest quality community-based learning experience for Fellows.

Expectations of Fellows and mentor centers

Clinical practice

Our hope is for Fellows to practice three sessions per week in their mentor centers beginning late August/early September 2012. The Fellow's salary and benefits will be supported by the Kraft Center; patient care revenues generated by the Fellow will accrue to the mentor center. Fellows will also receive partial repayment for educational loans accrued during their previous training with the obligation to practice in a community health center or similar delivery system for three years following completion of the Fellowship. Both Fellows and mentor centers will participate in determining practice placements and it is a goal that Fellows will continue to practice in their mentor centers post-Fellowship if desirable and feasible for both parties.

Mentor centers will be expected to provide appropriate practice time (3 sessions per week that may include both continuity clinics and urgent care). The Kraft Center has worked closely with the Harvard School of Public Health to determine a regular, predictable class schedule for Fellows that will facilitate mentor centers' scheduling of practice sessions. We are hopeful that practice sessions arranged by the Mentor Centers will accommodate Fellows attending classes as well as participating in other learning experiences offered by the Fellowship program.

We would like for Mentor centers to designate a primary clinician mentor for each Fellow. The clinician mentor will orient the Fellow to the mentor center and its community; provide opportunities for the Fellow to observe and discuss how patient care visits incorporate social determinants of health and include appropriate referrals to community resources; and serve as an ongoing learning resource and sponsor for the Fellow within the mentor center.

Project

Each Fellow will complete a substantive project which will reflect mentor center interests, and may include participation in a community-based participatory research project, design and implementation of a quality improvement initiative, or a policy and/or program development project related to an identified need in the community served by the mentor center. The interests of the mentor center will inform the project's development and the Fellow will be guided throughout the project by mentor center staff, Kraft Center faculty, and Harvard School of Public Health faculty who have interests in the project's content and/or methodology.

Team-based care experiences and community engagement

Fellows will be deeply engaged with their mentor centers and the communities served by them. Opportunities to interact regularly with other clinicians and center leaders as well as to participate in center-sponsored community initiatives will facilitate Fellows' learning about community-based care and community health.

Mentor centers will provide opportunities for Fellows to participate in multidisciplinary clinical and administrative teams, have access to both the mentor center's executive director and medical director, and have opportunities to engage in appropriate leadership development activities.

Eligibility and criteria for selecting sites

For the first year of the Fellowship (beginning July 2012), mentor centers will be selected from sites in Eastern Massachusetts (defined as locations within one hour driving distance of Boston, unfortunately excluding South Coast, Cape Cod & the Islands). In subsequent years, any community health center or practice site in Massachusetts that serves a community-health-center-like population will be eligible to apply. Applicants will be required to submit socioeconomic data on their patient populations as well as evidence that they are able to meet the following selection criteria:

- Serve a diverse, primarily low-income patient population
- Engage actively in assessing and responding to community needs
- Demonstrate the capacity and commitment to support Fellows, at a level comparable to the supports provided to current clinicians, in terms of (as measured by) available practice sessions, space, clinical and administrative support, and participation in a multidisciplinary care team,
- Provide an identified primary clinical mentor
- Model shared leadership with the CMO or Medical Director participating in goal-setting, strategy development and decision making for the health center
- Have prior experience with and commitment to supporting clinical teaching and research
- Document prior experience and participation in quality improvement initiatives
- Be a patient-centered health home or have a commitment to practicing using the principles of team-based care.