

120 Washington Street, Suite 230 Watertown, New York 13601 315.755.2020 northcountryinitiative.org





NO



Dear Friends:

With the Delivery System Reform Incentive Payment (DSRIP) program coming to a close, we must reflect on what our region has accomplished. With a strong foundation in place, our clinically integrated network united over a common goal to fundamentally restructure the health care delivery system. With a history of working together and insight into our community health needs, we were able to build upon our foundation to achieve improvements in system transformation, clinical management, and population health across the care continuum.

Partners achieved incredible milestones, including the implementation of care management infrastructure, becoming Patient-Centered Medical Homes, integrating behavioral health and primary care, utilizing the health information exchange, standardizing care delivery, and much more. Together, all partners, including hospitals, primary care, behavioral health, community organizations, and EMS have improved communication and coordination, which has resulted in improved quality of care. Commitment to community members as health care consumers continues to be a driving motivator to ensure a patient-centered, collaborative system supporting each person's unique needs, whether clinical or social. Thank you to all of our DSRIP partners for your dedication to this program and for the impact you have made to patient care. We commend your achievements, all of which have contributed to a considerable reduction in avoidable hospitalizations.

I would also like to extend gratitude to the NCI Board of Managers and the staff. With the Board's dedication and direction, the network received the necessary support and buy-in required to undertake such transformation, which was then facilitated by the determined and diligent staff at NCI. We also must thank New York State for the vision and momentus opportunity that provided significant resources, allowing our region to focus on health care transformation for the benefit of our most vulnerable residents. While it is unfortunate that the DSRIP program will be ending, the Board thoughtfully engaged partners to determine what could be sustained from this great work. It is with much hope that the partnerships created among the clinically integrated network, as well as the relationships between the network and patients, will remain strong and effective in delivering whole person care as we continue to focus on improving quality and reducing health care costs.

Sincerely,

Collins F. Kellogg, Jr., MD Chair, North Country Initiative Board of Managers

DELIVERY SYSTEM REFORM INCENTIVE PAYMENT PROGRAM (DSRIP)

THE GOAL: 25 percent reduction in avoidable hospital use over DSRIP's five-year period.

On April 14, 2014, the State of New York (the State) and the Centers for Medicare and Medicaid Services (CMS) reached an agreement on a groundbreaking waiver that allowed the State to invest \$8 billion of the \$17.1 billion in federal savings generated by the Medicaid Redesign Team (MRT) reforms. The waiver would allow for comprehensive Medicaid delivery and payment reform primarily through a Delivery System Reform Incentive Payment (DSRIP) program.

The \$6.42 billion DSRIP program provided incentives for Medicaid providers to create and sustain an integrated, high performing health care delivery system that can effectively and efficiently meet the needs of Medicaid beneficiaries and low-income, uninsured individuals in their local communities by improving the quality of care, improving the health of populations and reducing costs. The DSRIP program promoted community-level collaboration and aimed to reduce avoidable hospital use by 25 percent over the five-year demonstration period.

THE PLAYERS:

25 partnership coalitions across New York State

To accomplish this, 25 Performing Provider Systems (PPS) were established statewide as partnerships between hospitals, other health care providers and community-based organizations. Each PPS chose specific projects to best meet their communities' needs. A PPS is composed of regionally collaborating providers tasked with implementing the projects spanning three domains: system transformation, clinical improvement and population health improvement (New York State's Prevention Agenda).

Adirondack Health Institute, Inc. Alliance for Better Health Care, LLC Better Health for Northeast New York, Inc. Bronx Health Access Bronx Partners for Healthy Communities Care Compass Network Central New York Care Collaborative Community Care of Brooklyn Community Partners of Western New York Finger Lakes Performing Provider System, Inc. Leatherstocking Collaborative Health Partners Millennium Collaborative Care Montefiore Hudson Valley Collaborative Mount Sinai PPS, LLC Nassau Queens PPS New York-Presbyterian/Queens North Country Initiative NYU Langone Brooklyn PPS OneCity Health Refuah Community Health Collaborative SOMOS Community Care Staten Island Performing Provider System, LLC Suffolk Care Collaborative The New York and Presbyterian Hospital WMCHealth



North Country Initiative (NCI) is a partnership of hospitals, independent physicians and community providers working together to reform the health care system across Northern New York's Jefferson, Lewis and St. Lawrence counties. NCI works to improve the quality and efficiency of care for the rural, under-served population within its region. NCI works closely with the Fort Drum Regional Health Planning Organization (FDRHPO), sharing resources and common goals.

NCI partners encompass entities from across the health care continuum, including mental health, substance abuse, county organizations, community-based organizations, pharmacies, health homes, home health, hospitals, long-term care, hospice, housing, primary care, specialty care, Office for Persons with Developmental Disabilities (OPWDD), urgent care and emergency medical services. There are nearly 150 sites among 84 partners in our tri-county region.

DSRIP funds are allocated based on meeting milestones and metrics, including process-type milestones for infrastructure development and system redesign and outcome-based metrics for performance on nearly 50 measures, including avoidable hospitalizations, clinical care improvements, and population health improvements.

NCI BOARD OF MANAGERS

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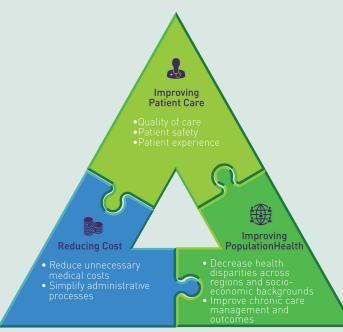
Michael Seidman, MD Claxton-Hepburn Medical Center

John Slattery Community Member

Dierdra Sorrell, CEO Clifton-Fine Hospital

Mario F. Victoria, MD Samaritan Medical Center

Karen Williams, MD Complete Family Care & Laser Center



CMS Triple Aim

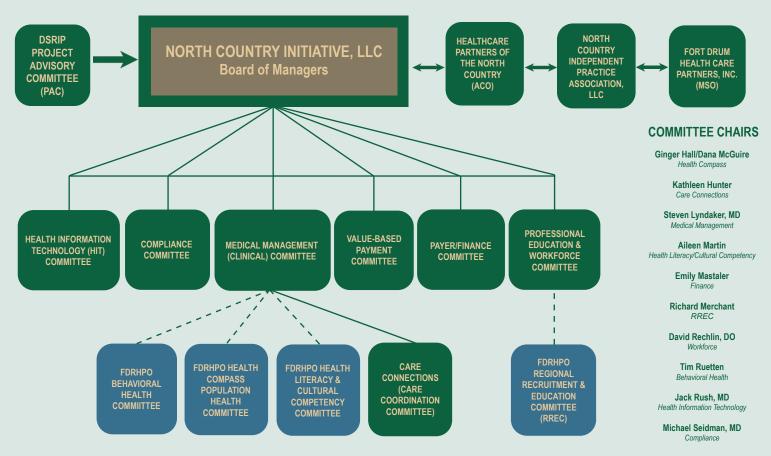
To improve patient care and lower overall healthcare spending, CMS instituted its "Triple Aim."

With the health care system undergoing significant change at both state and federal levels, NCI and its partners are working to align incentives, standardize clinical protocols, and develop necessary health technology infrastructure. Foundational to these strategies is the overarching goal of improving access to health care for all, while also improving the health of our community, reducing the cost of health care and improving the quality of care.

Much of NCI's work is grounded in working toward three key goals established by New York State's DSRIP initiatives and in alignment with the the Centers for Medicare and Medicaid Services (CMS) Triple Aim:

- Improving the quality of care for our rural, underserved population through integrated primary, specialty and behavioral health care
- Improving population health measures consistent with the New York State Prevention Agenda
- Lowering healthcare costs by reducing avoidable hospitalizations

NCI GOVERNANCE STRUCTURE



NCI PARTNERS

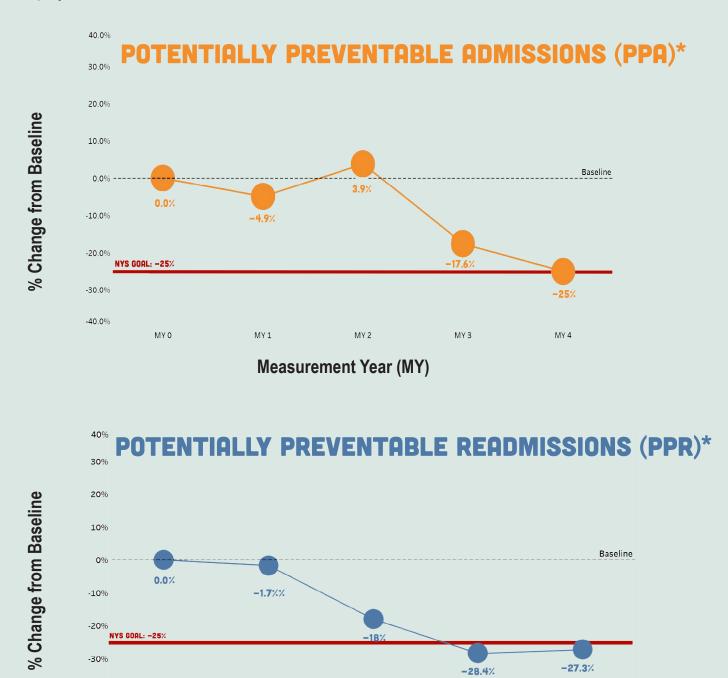
Advanced Asthma and Allergy of NNY AIDS Community Resources/ACR Health American Red Cross NNY Chapter Black River Ambulance Squad Bolton's Pharmacy CanAm Youth Services (dba Rose Hill) Cardiology Associates of NNY Carthage Area Hospital Cerebral Palsy Association of the North Country (Community Health Center of the North Country) Child & Adolescent Health Associates Children's Home of Jefferson County Claxton-Hepburn Medical Center **Clifton-Fine Hospital Community Action Planning Council** of Jefferson County, Inc. Complete Family Care & Laser Center Credo Community Center **Disabled Persons Action Organization** David Ewing-Chow, MD Family Counseling Services of NNY Family Medicine of Carthage Family Medicine of NNY Nancy Girard, DO Gouverneur Volunteer Rescue Squad Health Services of NNY **Highland Nursing Home** Hospice of Jefferson County Hospitality House TC Jefferson County Community Services Jefferson County Department of Social Services

Jefferson County Office for the Aging Jefferson County Public Health Jefferson Rehabilitation Center **Jeff-Lewis BOCES** L. Woerner, Inc. (dba HCR Home Care) Lewis County Community Services Lewis County Office for the Aging Lewis County Public Health Lowville Medical Associates Massena Independent Living Center Massena Memorial Hospital Massena Rehabilitation and Nursing Center Mental Health Association of Jefferson County Howard Meny, MD Mountain View Prevention Services North Country Emergency Medical Consultants North Country Family Health Center North Country Family Medicine North Country Freedom Homes North Country Health Home Network North Country Prenatal/Perinatal Council Northern Lights Health Care Partnership Northern Regional Center for Independent Living **Ogdensburg Family Practice** Pediatric Associates of Watertown Phillgrey, Inc.-Seaway Valley Ambulance Pivot Planned Parenthood of the North Country Pulmonary Associates of NNY

River Hospital Samaritan Medical Center Seaway Valley Council for Alcohol/ Substance Abuse Prevention South Jefferson Rescue Squad St. Joseph's Home St. Lawrence Addiction Treatment Center St. Lawrence County Health Initiative St. Lawrence County Mental Health and **Chemical Dependency Services** St. Lawrence New York State Association of Regional Councils St. Lawrence Psychiatric Center St. Lawrence Public Health St. Lawrence-Lewis BOCES Step by Step The House of the Good Shepherd Thousand Islands Emergency Rescue Squad (TIERS) Town of Watertown Ambulance Service Transitional Living Services of NNY United Helpers US Care Systems Vision Source Original Eyewear **VNA** Homecare Volunteer Transportation Center Watertown Family YMCA Watertown Internists Watertown Urban Mission Watertown Urgent Care

As a result of the collective efforts of all NCI partners and providers, the following graphs illustrate the significant decrease achieved in DSRIP's overall measures: Potentially Preventable Admissions (PPA) and Potentially Preventable Readmissions (PPR).

How did we do it? The next several pages outline each individual DSRIP project selected by NCI and the goals and successes related to each. Our overall impact can be attributed to the individual successes of each project.



MY2

Measurement Year (MY)

MY3

MY4

-40%

MY0

MY1



NCI PROJECTS

2.a.i Integrated Delivery System (IDS) 2.a.ii **Patient-Centered Medical Home (PCMH)** 2.a.iv **Medical Village Care Transitions** 2.b.iv 2.d.i Patient Activation Measure[®] (PAM) 3.a.i **Integration of Primary Care & Behavioral Health** 3.b.i **Chronic Disease Management (Cardiovascular)** 3.c.i **Chronic Disease Management (Diabetes)** 3.c.ii **Community Prevention & Management Programs 4.a.iii** Mental Health & Substance Abuse Infrastructure 4.b.ii **Chronic Disease Prevention for All Populations**



INTEGRATED DELIV

Primary & Specialty Care Physicians

> Behavioral Health & Health Home

Office of Persons w/ Developmental Disabilities

Long-Term Care, Home Health & Hospice

Realth Information Exchange

lospitals

An Integrated Delivery System (IDS) connects clinical and community-based entities to collaborate and ensure the delivery of high-quality health care, while preventing unnecessary hospital usage, and thereby reducing health care costs. Technology, training, care coordination and alignment among all partners are key elements in creating and sustaining a strong IDS.

The North Country Initiative (NCI) approached network development on a larger scale, building a regional network on a foundation already in place—due, in large part, to the work of the Fort Drum Regional Health Planning Organization (FDRHPO). NCI is a clinically integrated network, whose governance and committee structures bring together representatives of the region's physicians, federally-qualified health centers (FQHCs), hospitals, behavioral health providers, community-based organizations, and other stakeholders to the table. NCI has invested DSRIP funds to support key program interventions and to support the regionwide infrastructure serving Medicaid providers and their patients. Over the past decade, NCI, its related organizations, (including FDRHPO, which provides a range of services to support NCI) and its network partners have put in place many elements of an IDS necessary for future value-based payment, including a Medicare Accountable Care Organization and Independent Practice Association. Here is how we made that happen:

Pharmacies

п

COLLABORAT

R

CONNECT

SHIN-NY/ Other HIEs

Community-based Organizations & County Agencies

PROJECT DESCRIPTION:

Create an Integrated Delivery System (IDS) focused on evidence-based medicine and population health management

PROJECT GOAL(S):

Develop the infrastructure to support the delivery of evidence-based, quality care in the right setting, at the right time, and at the appropriate cost, incorporating a full continuum of services; bring health care providers up to date with the most current standards of quality care

MILESTONE:

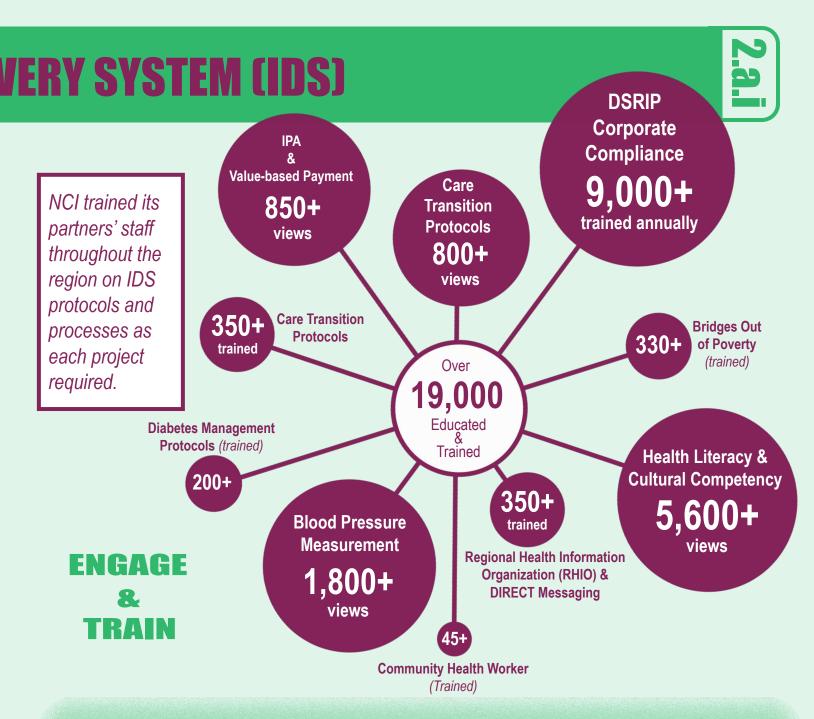
Perform population health management by actively using electronic health records (EHRs) and other information technology platforms, including use of targeted patient registries, for all participating safety net providers

NCI ACHIEVEMENTS:

- Utilized Johns Hopkins' Adjusted Clinical Groups Risk Assessment tool to stratify
 patients, based on risk to allow partners to focus care management efforts on a
 subset of high-risk, dual-eligible patients; also enabled NCI to alert partners of hospital
 discharges to support care management efforts
- All participating safety-net partners connected through the health information exchange (HIE) to allow for seamless and secure HIE
- Developed in-house data application called Roster Notes to alert providers at point of care to close identified care gaps for patients
- Partners' electronic health records used to identify and close gaps in DSRIP clinical quality measures

Shouldn't MCOs and other payers be at the table, too?

Not pictured at the table with NCI's other partners are managed care organizations (MCOs). One of the milestones for this project was to contract with Medicaid MCOs and other payers, as appropriate, as an integrated system and establish value-based payment arrangements focused on cost and quality. NCI achieved this by forming an Independent Practice Association (IPA) to negotiate with MCOs in our region.



"Real time access to a patient's complete medical record from all of their providers through HealtheConnections allows us to improve patient care, provide better assessments and avoid duplication of medical care. Overall, DSRIP has provided, through available funds, better access to the exchange for our providers and better coordination of care for our patients."

~ Dariusz Chrostowski, MD, Advanced Asthma & Allergy of NNY

MILESTONE

Engage patients in the IDS through outreach and navigation activities, leveraging community health workers, peers and culturally competent communitybased organizations, as appropriate

NCI ACHIEVEMENT

Contracts in place with two communitybased organizations for community health worker and behavioral health peer support services

RESULT

After engagement, hospitalizations for one patient group dropped **61%**; emergency room visits dropped **70%**; and urgent care visits dropped **48%**.



PATIENT-CENTERED N

What is a Patient-Centered Medical Home (PCMH)?

For patients, PCMH means that their primary care providers' guiding philosophy ensures the right care, in the right place, at the right time. The team-based approach, which includes the patient as a member, involves working with specialists, hospitals and others to ensure the patient's health care is effectively coordinated from prevention to treatment. This means that their doctor's office has:

- Availability of same-day appointments
- Timely access to health care professionals
- Electronic access to records, results and health information
- Effective coordination of medical information among health care providers

For providers, PCMH means that their practice is recognized because they strive to meet a rigorous set of qualifications within six concept areas:

- Team-Based Care & Practice Organization
- Knowing & Managing Patients
- Patient-Centered Access & Continuity
- Care Management & Support
- Care Coordination & Care Transitions
- Performance Measurement & Quality Improvement



PROJECT DESCRIPTION:

Increase certification of primary care practitioners with Patient-Centered Medical Home (PCMH) certification and/or Advanced Primary Care models as developed under the New York State Health Innovation Plan (SHIP)



PRE-DSRIP

Of the primary care practice sites in the NCI:

- 0% had achieved PCMH 2014
- 33% had achieved PCMH 2011
- 67% had either never attempted PCMH recognition or allowed 2008 PCMH recognition to lapse

GOAL/MILESTONE

Ensure that all participating primary care practices in the PPS meet National Committee for Quality Assurance (NCQA) 2014 Level 3 Patient-Centered Medical Home recognition and/or meet Statedetermined criteria for Advanced Primary Care models.

NCI ACHIEVEMENT

100% of partnering sites achieved 2014 Level 3 PCMH recognition by the end of DY3, and all continue to maintain their recognition.



The North Country Initiative's PCMH Team supports our partner practices as they strive to achieve and maintain the high PCMH standards. L to R: Laura Yott, ACO Project Coordinator; Ian Francis, Practice Transformation Specialist; Joanna Loomis, Director of Provider Strategy & Transformation; Tracy Hart, Behavioral Health HIT Specialist

MEDICAL HOME (PCMH)

MILESTONE/SUCCESS:

Implement open-access scheduling in all participating primary care practices

A PATIENT'S PERSPECTIVE

"My 7-year-old daughter had strep throat in January of 2019. She was sent home from school early with a fever, and I was able to call Dr. Jones' office (Carthage Family Health Center) and get her a 'same day appointment' to have her seen instead of having to bring her to the Emergency Room. This saved us both time and money. We were in and out very quickly. The front desk staff assured me that ""there are always same day, sick visit appointments available for our patients.""

~ Grateful Mom



Photo of Carthage Family Health Center staff.

NCI PRIMARY CARE PARTNER SITES

Carthage Area Hospital Philadelphia Clinic Carthage Area Hospital Primary and Pediatric Care Child and Adolescent Health Associates Claxton-Hepburn Health Center – Canton Claxton-Hepburn Health Center – Hammond Claxton-Hepburn Health Center – Heuvelton Claxton-Hepburn Health Center – Lisbon Claxton-Hepburn Health Center - Madrid Claxton-Hepburn Health Center – Ogdensburg **Claxton-Hepburn Health Center – Waddington Claxton Medical PC – Internal Medicine** Claxton Medical PC – Pediatrics **Clifton-Fine Star Lake Clinic Complete Family Care and Laser Center Family Medicine of Carthage Family Medicine of NNY** Nancy Girard, DO Lowville Medical Associates Massena Memorial Hospital Clinic – Kids Korner Massena Memorial Hospital Clinic - Louisville Massena Memorial Hospital Clinic - Medical Group North Country Family Health Center **North Country Family Medicine Ogdensburg Family Practice Pediatric Associates of Watertown River Hospital Family Health Center** St. Lawrence Internists Samaritan Family Health Center – Adams Samaritan Family Health Center - Cape Vincent Samaritan Family Health Center - Clayton Samaritan Family Health Center - GME Samaritan Family Health Center – Lacona Samaritan Family Health Center - LeRay Samaritan Family Health Center - Plaza/Watertown Samaritan Family Health Center - Sackets Harbor Watertown Internists Watertown Pediatrics

MILESTONE:

Identify a physician champion with knowledge of PCMH implementation for each primary care practice included in the project

NCI ACHIEVEMENT:

Appointed two physician champions, one of whom operates one of the first practices in New York State to receive 2014 Level 3 PCMH accreditation

NCI's PCMH Physician Champions





Steven Lyndaker, MD

Karen Williams, MD





PROJECT DESCRIPTION:

Create Medical Villages throughout the region using existing hospital infrastructure

PROJECT GOAL(S):

Create Medical Villages throughout the region to provide patients access to multiple health care functions for outpatient care and services in one convenient location, a "one-stop shop." With today's busy lifestyle, offering more comprehensive health care services, as supported by the community needs assessment, will ensure patients are better and more appropriately served by their providers.

LIFESAVING CARE ON ONE CAMPUS

Upon receiving a new patient with little previous preventive care, River Hospital worked diligently to get the patient up to date on routine tests and screenings. When the test results revealed the patient had cancer, River Hospital took quick action.

The patient went from having no medical care in over a year to having a new cancer diagnosis and referrals to appropriate specialists within two weeks. Being a Medical Village, River Hospital could provide these services on one campus in a timely manner, helping to simplify care for a patient in a difficult situation.





Ambulatory Surgery Behavioral Health Cardiology Cardiopulmonary Convenient Care Laboratory & Imaging Physical Therapy Primary Care ... and other specialties



Behavioral Health Dermatology Infectious Disease Laboratory & Imaging Nutrition & Diabetes Education Ob/Gyn Pediatrics Primary Care with Integrated Behavioral Health Behavioral Health Cardiology Diabetes Education ENT Laboratory & Imaging Medical Oncology Neurology Ob/Gyn Orthopedics Primary Care with Integrated Behavioral Health Sleep Lab



In addition to the creation of Medical Villages as depicted in this illustration, licensed inpatient beds in the region were reduced by 15 and replaced with additional capacity for comprehensive behavioral health services.

L VILLAGE



All six PPS hospitals are considered Medical Villages, which have all reconfigured space to support a variety of services in one location.





CARE TRA

PROJECT DESCRIPTION:

Utilize a Care Transition Intervention Model to reduce 30-day readmissions for chronic health conditions

PROJECT GOAL(S):

The primary focus of this project was aimed at increasing the patient's awareness and understanding of follow-up care and support services once discharged from the care of a hospital.

The Care Transitions Intervention Model was the approach used to achieve success with this project's goal and associated milestones. The approach was three-fold:

1) Clinical

To address the clinical components of patient care management, standardized evidence-based protocols were developed and implemented throughout the care continuum in our region, including primary care practices, hospitals, behavioral health sites and community-based organizations. A key component includes provider notification of a patient's planned discharge to prompt a transition care manager to visit the patient while still in the hospital to develop a 30-day Care Transition Plan, including a warm hand-off, in an effort to minimize the chances of readmission.

Thanks to an extremely active and supportive Care Connections Committee, 100% of participating NCI partners in this project adopted the 30-day Care Transition protocols.



To support these protocols, as well as patients, NCI created and funded care manager/coordinator roles at every primary care and hospital site.

2) Social

Often, when a patient thinks about their health care, they think about it in terms of doctors and hospitals. With this project, it was imperative that NCI build an infrastructure to coordinate and integrate social determinants of health into the patient's care plan.

To that end, NCI created the new community-based roles of Behavioral Health Peer Supports and Community Health Workers and supported those roles with funding. Additionally, NCI facilitated training to strengthen these individuals' skills and knowledge in their roles and provided educational opportunities around the available social services and resources in the region.

What are social determinants of health?

Social determinants of health are conditions in the environments in which people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks. The social, economic and physical conditions of each of these environments have positive or negative effects on one's ability to maintain good health. Some examples include:

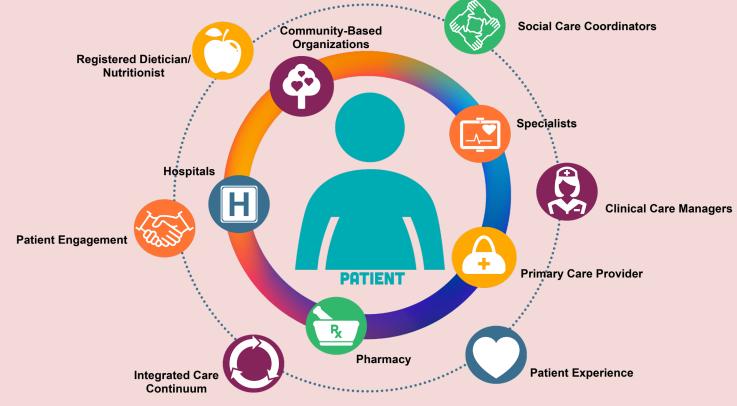
- Access to ...
 - ... safe housing and communities
 - ... local food markets
 - ... educational, economic, and job opportunities
 - ... health care services
 - ... recreational and leisure-time activities
- Transportation options
- Public safety
- Social support
- Social norms and attitudes, such as discrimination and racism •
- Socioeconomic conditions, such as poverty

ANSITIONS



3) Clinical/Social Collaboration

Communication among all members of the patient's care team, whether social or clinical, must be as seamless and effective as possible. The formation of the Care Collaborative forum fostered this by bringing together all members of the care team each month to share opportunities for education, networking and case study reviews. A social service inventory was created and is still maintained and shared regularly with the network. The diagram below illustrates the integration of both the clinical and social determinants of health, with the patient always remaining at the center, as well as a critical member of their own care team.





"David is a 74-year-old homeless man with many health issues, including COPD and stage 3 renal failure, who presented at Samaritan Medical Center (SMC) Emergency Department (ED) for medical care. After treating David, the Physician Assistant (PA) asked me to meet with him. David explained to me that he was going to be homeless the next day, and he knew he had to go to the Department of Social Services (DSS) for help with temporary housing assistance; however, he had no idea how to navigate for resources in the community. So, I assisted him with calling DSS while he was still in the ED.

Upon discharge, David, his granddaughter and I went to the Watertown Urban Mission food pantry, where they gave him food to last until the end of the month. Their critical needs program also helped him with clothing. So, within 24 hours from the time I met David in the ER, he was temporarily housed in a safe, accessible room with food and clothing. I then helped David complete and submit the application for an assisted living facility in the city, linked him to a primary care physician and helped him get food stamps. He continues his connection with the Urban Mission for clothing and food, as needed. I was also able to connect David with Care Management services ito help him manage his overall care. David maintains his connections with family."

Community Health Worker/Behavioral Health Peer Advocate employed by Northern Regional Center for Independent Living and embedded in SMC ED





What is Patient Activation?

The Patient Activation Measure[®] (PAM[®]) survey pictured to the right is completed by the patient, or with assistance from Community Health Workers and health care providers. A patient's score determines whether or not they need extra support with regard to their health. This tool assists primary care providers in proactively identifying patients who need extra support and, vice versa, assists Community Health Workers in connecting patients who need extra support to a primary care provider and other service providers.

PROJECT DESCRIPTION:

Implementation of Patient Activation to engage, educate and integrate the uninsured and low/non-utilizing Medicaid populations into community-based care

PROJECT GOAL(S):

Partner with community-based organizations (CBOs) to ensure patient engagement; establish training teams; train teams and providers on patient activation techniques; promote preventative care; develop a group of community navigators, train them in patient activation techniques, and educate them about insurance options and health care resources



Below are some statements that people sometimes make when they talk about their health. Please indicate how much you agree or disagree with each statement as it applies to you personally by circling your answer. Your answers should be what is true for you and not just what you think the doctor wants you to say.

If the statement does not apply to you, circle N/A.

1.	When all is said and done, I am the person who is responsible for taking care of my health	Disagree Strongly	Disagree	Agree	Agree Strongly	N/A
2.	Taking an active role in my own health care is the most important thing that affects my health	Disagree Strongly	Disagree	Agree	Agree Strongly	N/A
3.	I know what each of my prescribed medications do	Disagree Strongly	Disagree	Agree	Agree Strongly	N/A
4.	I am confident that I can tell whether I need to go to the doctor or whether I can take care of a health problem myself.	Disagree Strongly	Disagree	Agree	Agree Strongly	N/A
5.	I am confident that I can tell a doctor concerns I have even when he or she does not ask.	Disagree Strongly	Disagree	Agree	Agree Strongly	N/A
6.	I am confident that I can follow through on medical treatments I may need to do at home	Disagree Strongly	Disagree	Agree	Agree Strongly	N/A
7.	I have been able to maintain (keep up with) lifestyle changes, like eating right or exercising	Disagree Strongly	Disagree	Agree	Agree Strongly	N/A
8.	I know how to prevent problems with my health	Disagree Strongly	Disagree	Agree	Agree Strongly	N/A
9.	I am confident I can figure out solutions when new problems arise with my health.	Disagree Strongly	Disagree	Agree	Agree Strongly	N/A
10.	I am confident that I can maintain lifestyle changes, like eating right and exercising, even during times of stress.	Disagree Strongly	Disagree	Agree	Agree Strongly	N/A

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"The majority of surveys and patient activation activities were completed with homeless populations through our Solutions to End Homelessness Program. A significant portion of homeless individuals have a chronic health condition or disability – much of which is untreated or treated intermittently due to the fact they are often transient. Even though housing is considered a social determinant of health, we did not inquire about our clients' health insurance coverage, primary care participation, or their medical needs during the intake process. That changed when we integrated PAM[®]. Formerly homeless individuals now are enrolled in health insurance and established with primary or specialty care services. Additionally, we were able to assist clients with Social Security applications, which require supporting medical records and active treatment. By incorporating PAM® techniques, we ultimately are better able to assist clients in stabilizing and maintaining housing after discharge from our program, thereby reducing the chances of future episodes of homelessness."

ITION MEASURE®



Level 1

Disengaged and overwhelmed

Individuals are passive and lack confidence. Knowledge is low, goal-orientation is weak, and adherence is poor. Their perspective: *"My doctor is in charge of my health."*

Level 2

Becoming aware, but still struggling

Individuals have some knowledge but large gaps remain. They believe health is largely out of their control but can set simple goals. Their perspective: "I could be doing more."

Level 3

Taking action

Individuals have the key facts and are building self-management skills. They strive for the best practice behaviors and are goal-oriented. Their perspective: *"I'm part of my health care team."*

Level 4

Maintaining behaviors and pushing further

Individuals have adopted new behaviors but may struggle in times of stress or change. Maintaining a healthy lifestyle is a key focus. Their perspective: *"I'm my own advocate."*

Increasing Level of Activation

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Reducing Unnecessary Utilization of Health Care

The goal is to continuously improve PAM[®] scores, so that patients move from levels 1 & 2 to levels 3 & 4 over time, as illustrated in the graphic above, indicating that they are more involved, knowledgeable and confident in managing their health. Here are NCI's results:





The first bar in each level reflects initial engagement levels. Through Patient Activation efforts and subsequent surveys, patients in levels 3 & 4 increased and patients in levels 1 & 2 decreased (as indicated by the second bar in each level).



INTEGRATION OF PRIMARY C

PROJECT DESCRIPTION/GOAL:

Integrate behavioral health and substance abuse services with essential primary care services, ensuring coordination of care between both. Partners choose the model that best suits their practices - Model 1, Primary Care Site; Model 2, Behavioral Health Site; and Model 3, IMPACT Model.

Co-locate Behavioral Health in an Existing Primary Care Site # of agencies to adopt this model: 8



Agencies adopting this model developed evidence-based standards with the following principles:

Population-based care Systematic screening Integrated medical record Patient-Centered Medical Home (PCMH) Medication management Care coordination In-clinic suicide protocol Staff training



These agencies conduct preventive care screenings with all patients, to include behavioral health screening tools, such as PHQ-2 or 9 (Patient Health Questionnaire) and SBIRT (Screen, Brief Intervention & Return to Treatment).



A Provider's Point of View

"Since the inception of DSRIP, we were able to integrate Behavioral Health (BH) services into our

Primary Care Clinic. Services were initiated mid-2017, with the hiring of a Psychiatric Nurse Practitioner (PNP) and then adding a Licensed Certified Social Worker (LCSW-R). In 2017, 38 patients were established with behavioral health services, with a total of 107 encounters. In 2018 and 2019, the clinic had over 170 encounters each year.

Overall, the clinic has established 71 unique patients with behavioral health services. This is an incredible accomplishment for CFH's rural community. Without the commitment to the integration of behavioral health as a DSRIP incentive/deliverable, this would not have been possible."

~ Clifton-Fine Hospital

Three Thankful Moms



"Karlee has been receiving therapy here at the Pediatric Associates location for roughly three years, so she is familiar with the location and staff here. This makes it a bit easier when she has to come for appointments. It also has benefitted me as I work full time and am a single parent, so I schedule her therapy appointments and doctor appointments back to back, so we make one trip and not two."

> ~ Teresa C., mother of Karlee, Adams Center

"I'm a single parent of three, who all receive counseling with Shirley. It is extremely convenient to be able to come into our pediatric office for our counseling."

> ~ Deanne G., mother of Kayann, Mileigh & Christian, Brownville

"I am so glad that counseling is offered here at Pediatric Associates of Watertown. It has been convenient and comforting knowing we can have the offering of, not only medical care, but also of mental health and counseling. The girls feel very secure in this environment and there was no transition, as they are very familiar with the facility since coming here from birth."

~ Doreen G., mother of Annika & Aleeya, Clayton

22,367 patients with PHQs

CARE & BEHAVIORAL HEALTH

5

DITE 2 **Co-locate Primary Care in an Existing Behavioral Health Site** # of agencies to adopt this model: 2

These agencies conduct primary care preventive services and screenings with all patients.

"The DSRIP clinic makes it easier and quicker for me to get my Chemical Dependency clients into a Primary Care Physician and to get their physical completed, so that they can continue with the process of getting established in the Chemical Dependency services. It also expedites their ability to receive Medication-Assisted Treatment (MAT) services."

~ St. Lawrence County Community Services Chemical Dependency Services (SLCCS) Staff

328 patients with preventive care services

Implement IMPACT Model in Existing Primary Care Site # of agencies to adopt this model: 5

What is the IMPACT Model?

Si

Primary care sites that elect to implement this model are required to:

- Conduct preventive care screenings with all patients, to include behavioral health screening tools, such as PHQ9 (Patient Health Questionnaire 9) and SBIRT (Screen, Brief Intervention & Return to Treatment
- Employ/Appoint a trained
 Depression Care Manager
- Designate a psychiatrist
- Measure outcomes
- Provide "stepped care" and develop a process for ensuring the patient is referred to the appropriate care in a timely manner

In her mid-60's, MJ was dealing with a lot of family and health issues, that began to trigger her chronic depression and anxiety. She turned to her primary care doctor, who quickly recognized that MJ could benefit from some extra support to help her manage through these issues. He introduced her to the RN Care Manager who worked for the practice, Watertown Internists.

During MJ's initial screening, her depression and anxiety screening scores were quite high. After the Care Manager consulted with a psychiatrist, it was determined that MJ did not need to see a behavioral health specialist and that she could remain under the care of her doctor and Care Manager.

Over the next 11 months, MJ's treatment coupled medication management with the techniques of motivational interviewing and cognitive behavior therapy. This gave MJ the tools to cope with her depression and anxiety. She chose meditation, yoga, music and reading to redirect her negative energy and began to feel confident in her ability to successfully meet her treatment goals.

During a follow-up visit with her primary care doctor, her screening scores improved significantly, including a drop in depression screening score from 21 to 4. DSRIP has had a truly positive IMPACT on MJ's life.

1,625 patients with PHQs

The integration of primary care and behavioral health contributed to significant improvement in follow-up visits after a patient was hospitalized for a mental illness-related condition. 7-DAY FOLLOW-UP
108%

30-DAY FOLLOW-UP



CHRONIC DISEASE MANAGEMI (CARDIOVASCUL

PROJECT DESCRIPTIONS:

Develop and implement evidence-based strategies to care for patients with chronic disease - specifically, cardiovascular and diabetes - to ensure high-quality care, reflects the interests, values and needs of patients to effectively manage their care. Key factors include: clinical care goals, medication adherence goals, patient support and reminder goals.

PROJECT GOAL(S):

Develop and implement evidence-based protocols to improve the management of cardiovascular disease and diabetes in clinical and community-based settings.



of NCI's participating practices adopted the evidence-based protocols and clinical practice guidelines!

1)

Developed and set forth by NCI's Medical Management Committee, these protocols and guidelines were based on recommendations from the American Heart Association, and the American College of Cardiology and the American Diabetes Association. They were reviewed annually to ensure the most current guidelines are followed.



American Heart Association_®







To complement the standard protocols and guidelines, a care coordination team roster was created, which designated each practice with trained and certified individuals to support and assist the patient in managing his/her chronic disease outside of the office visit. The patient could take advantage of this added support as part of their treatment plan. This roster included:

- Care Coordinators
- Pharmacists
- Certified Diabetes Educators
- Community Health Workers
- Health Home Care Managers
- Behavioral Health Peer Supports
- Certified Tobacco Cessation
- Specialists



Established lifestyle modification programs, including nutrition, tobacco use, exercise and medication compliance. The care coordination team assisted with improving patient's health literacy, engagement, self-management skills and self-confidence. "Lowville Medical Associates is working to help its patients manage and prevent cardiovascular disease using evidencebased strategies, such as smoking cessation, blood pressure management, home blood pressure monitoring and chronic care management. We are getting our patients to engage and take ownership outside of the office."

~ Steven Lyndaker, MD Lowville Medical Associates

MENT IN THE CLINICAL SETTING LAR & DIABETES)

CARDIOVASCULAR

MEASURE & Monitor



ASK ASSESS Advise Assist Arrange

This standard assessment tool for smoking addiction was added to the electronic medical record, prompting providers to screen every patient and treat accordingly.

11,070 patients with cardiovascular care plans

"When Maureen arrived for her annual wellness visit in early 2019, she had not needed to be on any medication and had no chronic diseases ... OR SO SHE THOUGHT.

As part of the comprehensive diabetes screening, lab results revealed that her HbA1c (a blood test that measures a patient's average blood sugar levels over the past 2-3 months) was 13.20. Normal levels are between 4-5.6. Maureen's results meant she had diabetes.

In a follow-up appointment, Maureen and her primary care provider discussed her new diagnosis and together developed a plan. That plan included chronic care management to help ease her anxiety about her new disease. She could call to discuss her diabetes with any member of the team. Maureen gained confidence in checking her blood sugar and watching what she ate.

And now, in a little less than a year, Maureen's HbA1c is now 5.80!"

~ Ogdensburg Family Practice

7,220 patients with HbA1c values taken

DIABETES



COMPREHENSIVE DIABETES SCREENINGS HbA1c levels / eye exam / nephropathy monitor





PROJECT DESCRIPTION:

Implementation of evidence-based strategies in community to address chronic disease – primary and secondary prevention projects (adults only)

PROJECT GOAL(S):

DPP

Develop community resources to assist patients with primary and secondary preventive strategies to reduce risk factors for diabetes and improve the long-term consequences of diabetes and other co-occurring chronic diseases

Patients take control of their disease in order to better care for themselves. They (and their caregivers, in many cases) take advantage of programs that NCI partners have established, including:

Diabetes Prevention Program

A one-year program for people with pre-diabetes or at risk of developing diabetes

Diabetes Self-Management Program DSMP A six-week program for people with type 2 diabetes and/or their caregivers

Diabetes Self-Management Education DSME

One-on-one education with a nutritionist for people with diabetes

Chronic Disease Self-Management CDSMP Program

A six-week program for people with chronic illness and/or their caregivers

244 patients attended at least one class

"The unwavering support from the team at NCI has been integral to our CDSMP and DPP program expansion, making the transition into a technical and assistance center possible. We are now able to serve a larger geographic region, expanding our partnerships, allowing us to exponentially reach more individuals throughout the North Country region who are greatly benefitting from these evidence-based programs."

~ St. Lawrence County Health Initiative

MANAGEMENT PROGRAMS



NCI supported this project in a variety of ways, including:

- Funding for program sites to host classes free of charge to patients
- Education of primary care providers about the benefit of these programs and facilitation of referrals
- Establishment of a secure means for community-based organizations to send and receive referrals and communicate with providers
- Development and maintainance of website (take-control.org) as a resource for patients and providers to locate programs

take-control.org



"DSRIP initiatives have put a more intense focus on several of our preventive and disease management programs at Claxton-Hepburn Medical Center. DPP, DSME/P and CDSMP have all seen an increase in participants and coaches to deliver them. We have seen the benefits of this focus in the growth of our programs, but more importantly, in the successes of our participants.

One of our participants has really invested in the DPP and has had great success with the support of the program. He is a 68-year-old male with high risk for pre-diabetes. He initially joined the DPP in 2017. His weight was 318 pounds, he was

very sedentary and did not pay attention to his diet. He reports that his energy levels at that time were very low. From 2017-2018, he regularly attended the DPP and was very diligent about following the program's guidelines.

Take Control

The result was a 95-pound weight loss! He credits the program with teaching him to monitor and learn more about the foods he was eating and stay active. He enjoyed coming to classes each week because he felt supported and never judged by his fellow classmates or lifestyle coaches.

He believes so much in the program, not only did he attend multiple sessions, but in Fall of 2019, he completed training to become a DPP lifestyle coach himself. He currently volunteers his time co-teaching a group of 18 participants with the CHMC diabetes educators. He continues to lose weight and inspire those around him. His experience with the class and overcoming setbacks makes him a very effective lifestyle coach."

~ Claxton-Hepburn Medical Center



Chronic Disea

lanager

PROVIDERS RESOURCES CONTACT

ABOUT

NONE

Providers in Your Neighborhood

tes Self-Manage Program (DSMP)

> 214 King St, Ogdensburg, HY Contact: Michele Catin (<u>315) 713-5251</u> <u>mcatin@chmed.org</u>

175 Arsenal St., Watertown, NY Contact: Shella Kehoe (<u>315) 785-5081</u> <u>shelak@co.jefferson.nyus</u>

Lewis Arty Office for the Aging in attacartion with Lewis County Public Hea 7660 State St., Lowville, NY Contact: Chris Baker (<u>315) 376-5313</u>



MENTAL HEALTH/SUBSTANCE ABUSE INFRASTRUCTURE



PROJECT DESCRIPTION:

Strengthen mental health and substance abuse infrastructure expanded outward from Medicaid patients to the entire population

PROJECT GOAL(S):

Collaboration among leaders, professionals and community members working in mental/emotional/ behavioral (MEB) health promotion to address substance abuse and other MEB disorders. Address chronic disease prevention, treatment and recovery and strengthen infrastructure for MEB health promotion.



IDENTIFY. UNDERSTAND. RESPOND.

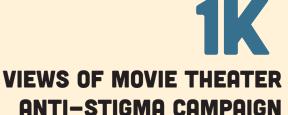
Just as CPR helps assist an individual having a heart attack, Mental Health First Aid helps assist someone experiencing a mental health or substance use-related crisis. In the Mental Health First Aid course, participants learn risk factors and warning signs for mental health and addiction concerns, strategies for how to help someone in both crisis and non-crisis situations, and where to turn for help.



DEPRESSION & MOOD DISORDERS · ANXIETY DISORDERS TRAUMA · PSYCHOSIS · SUBSTANCE USE DISORDERS

Mental Health First Aid teaches about *recovery and resiliency* – the belief that individuals experiencing these challenges can and do get better and use their strengths to stay well.

1 MILLION REACHED IN MOBILE AD CAMPAIGN



YOUR COMMUNITY CARES!

Call 1-800-273-TALK Text HOME to 741741 preventsuicideny.org

You Are Not Alone. Your Life Matters.

156 VIEWS OF REGIONAL BILLBOARD CAMPAIGN

CHRONIC DISEASE PREVENTION FOR ALL POPULATIONS

PROJECT DESCRIPTION:

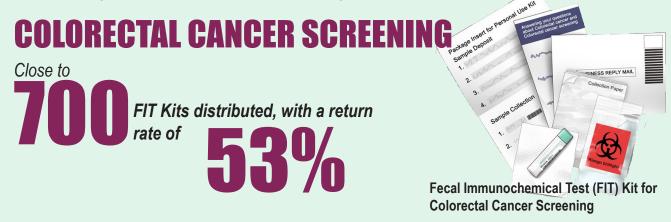
Increase access to high-quality chronic disease preventive care and management in both clinical and community settings

PROJECT GOAL(S):

Delivery of high-quality chronic disease preventive care and management can prevent much of the emotional, physical and economic burden of chronic disease or avoid many related complications.

Unlike the other DSRIP projects, this project expanded outward from Medicaid patients to the entire population. NCI selected colorectal cancer and chronic obstructive pulmonary disease (COPD) as its two focus areas. These choices were based on the Community Needs Assessment and were not included in any other project.

In its efforts to implement the recommended clinical preventive services, NCI increased provider and care team knowledge of screening protocols and clinical practice guidelines in multiple ways, including incorporating clinical guidelines into communication and training plans and Patient-Centered Medical Home (PCMH) implementations, where applicable. This includes the guidelines for colorectal cancer screening and, for COPD purposes, tobacco screening. Here are some results:



CHRONIC OBSTRUCTIVE PULMONARY DISEASE (COPD) with a specific focus on tobacco screening and cessation

Tobacco Treatment Specialists Trained



1,527 *Individual Counseling Referrals Made*

34%

have reached six months tobacco-free

have reached 12 months tobacco-free

HEALTH LITERACY & CULTURAL COMPETENCY

Engaging patients from all backgrounds and capabilities in the health care transformation process

.

To foster health literacy and cultural competency, NCI uses data to document, evaluate and assess trends and disparities related to culture, age, gender, language, education, race and ethnicity.

Since low socioeconomic status is the primary health disparity in NCI's service region, it invested time to explore research, listen to stories of those in poverty, and discover new ways of thinking as part of its Bridges Out of Poverty "Champions for Change" initiative. Through collaboration with the Watertown Urban Mission, Community Action Planning Council, the Empire State Poverty Reduction Initiative (ESPRI), and aha!Process, Inc., NCI leveraged the Bridges Out of Poverty framework to bring together people from all backgrounds and socioeconomic classes to build resources and improve outcomes.

This partnership supported an intensive three-day workshop, during which 53 local professionals earned lifetime Bridges Out of Poverty facilitator certification. Additionally, ESPRI funded "Getting Ahead in a Just-Gettin'-By World" for 12+ cohorts within the City of Watertown. The success of Getting Ahead graduates has propelled expansion of the program. Workshops are now being planned in rural communities across Jefferson and Lewis counties. Here are some post-graduate outcomes of the programs to date:

43% increased their monthly income35% decreased their monthly debts

22% decreased their total debts

28% increased their assets37% decreased their reliance on public benefits

Zoel Munson held several different positions at the Watertown Urban Mission before being promoted to Food Pantry Manager in 2019. She is excelling in her position, often going above and beyond in service to the low-income community. Zoel spoke at her graduation, sharing that the Getting Ahead experience helped her to find the courage to move outside her comfort zone and try new things.

WORKFORCE

Focusing on recruitment, education, training, re-training and retention of health care professionals

.

To keep the North Country's health workforce strong, NCI's strong partnership with the Fort Drum Regional Health Planning Organization (FDRHPO) enabled it to access a variety of established and successful approaches, starting with presentations at local middle and high schools. FDRHPO also offers career exploration programs to students, such as Medical Academy of Sciences and Health (M*A*S*H) Camp and local job shadow placements. FDRHPO has worked with institutions of higher education to develop certain degree and certificate programs, preparing students with specialized skills to fill needed health care jobs in the region. Recently, FDRHPO helped to expand its region's Rural Residency Program, which helps graduate medical students find residency programs at local sites. Finally, it has has worked to develop incentive programs and customized trainings to further support partners and health care professionals. All of these FDRHPO workforce initiatives were key in NCI's success with its DSRIP initiatives.

Below is a list of health care professionals who have either been recruited, retained or grown through NCI's efforts:

- Certified Diabetes Educators (4)
- Dentists (2)
- Family Nurse Practitioners (8)
- Licensed Clinical Social Workers (5)
- Licensed Practical Nurses (13)
- Medical Lab Technicians (9)

- Physician Assistants (5)
- Primary Care Physicians (12)
- Psychiatric Nurse Practitioners (4)
- Psychiatrists (3)
- Psychologists (3)
- Registered Nurses (24)

Dr. Yong Chang is an example of NCI's successful workforce outreach strategies — in particular, the NCI Provider Incentive Program, which helped recruit him to work in our region. Dr. Chang was recruited to practice at the North Country Family Health Center. Prior to his arrival, it had been five years since Medicaid beneficiaries had access to dental services in Lewis County.

IT PRIVACY & SECURITY

Securing the flow of patient data among health care providers in the region

.

Though sometimes overlooked because of their roles "behind the scenes" of everyday health care operations, health information technology (HIT) privacy and security are the cornerstones of the region's health care system. They are important safeguards that help protect and preserve a patient's confidential relationships with his/her health care provider. Recognizing this, NCI is dedicated to working with all partners to ensure they are compliant with all IT privacy and security regulations.

100% of partners have completed the six-stage process to have an active HIPAA compliance plan:

Auditing

- Policy Creation/Customization
 Policy Review
- Business Associate & Vendor Management & Remediation Planning
 - on Staff Training • Final Review
- **100%** of applicable partners have HIPAA privacy policies in place
- **100%** of applicable partners have security policies in place
- **100%** of applicable partners have participated in a comprehensive review of their HIPAA privacy and security policies



"The North Country Initiative has been integral in helping Thousand Islands Emergency Rescue Service, Inc. keep up to date with the latest HIPAA privacy and security requirements. As a small 501(c)3 non-profit with limited staffing, having an ally to assist us with keeping up on the latest requirements from all regulating authorities has been invaluable."

FINANCE

Investments made to parters and system infrastructure to transform health care delivery

.

NCI believes in the value of community organizations participating in DSRIP, including more than 20 non-profit community-based social and human service organizations. These agencies are positioned to make a significant impact on social determinants of health and, thus increase quality of care, while reducing costs. Additionally, NCI has contracted with two of these organizations to provide peer-to-peer services and further address social determinants of health.

Through DSRIP Year 5, NCI has earned \$62.1 million.

- Of total dollars earned, \$4.8 million was earned for high performance
- More than \$31 million was allocated for incentives and revenue loss payments to partners
- More than \$5 million was distributed in support of care management infrastructure to include primary care Care Managers, hospital Care Managers, Certified Diabetes Educators, smoking cessation support, Community Health Workers, Behavioral Health Peer Supports, chronic disease program support, and psychiatrist consultations
- Over \$5.7 million was invested in support of regional workforce initiatives, including incentive programs to recruit and retain physicians, nurses, social workers and other health care providers, Graduate Medical Education Program support, and workforce training
- Over \$5 million was secured to support practices with transformation initiatives, including Patient-Centered Medical Home recognitions, Population Health Management implementation, HIT and data analytics, and clinical support

"DSRIP funding has provided North Country Freedom Homes, Inc. (Canton House) the ability to ensure residents are provided necessary care with the appropriate entity, when necessary. For example, in the past, a resident would have been dropped off at the emergency room or transported by ambulance when there was not enough staff to provide transportation to and from a primary care visit or after-hours. The additional funding has allowed us to provide additional staffing to ensure that the residents are treated appropriately, according to their medical needs."

Dear Friends:



Erika Flint Executive Director FDRHPO



Lindsay Baldwin NCI Deputy Director

As we reflect on the past five years' achievements, our first thought is one of deep gratitude. The North Country Initiative (NCI) community is arguably one of the most collaborative and selfless groups that exists. Example after example of doing the right thing for the patient population above self-interest and competition come to mind. In a region that lacks certain resources, our NCI partners make up for it in efficiencies achieved through resource sharing, de-duplication of services, and maximizing individual strengths. Please be assured, we recognize the integrity within this region; we are incredibly grateful for each of our partners; and we are certain it is because of you that we have achieved so much for our most vulnerable community members.

We would be remiss to not stop to think about how this all came to be. First, the credit must go to the leadership of New York State for giving us this unprecedented opportunity. From there, it was Denise Young, Executive Director of Fort Drum Regional Health Planning Organization (FDRHPO) at the time, whose original vision and passion secured and shaped DSRIP for the region. The evolving team at FDRHPO and NCI then set lofty goals and, along with a myriad of partners, built one of the strongest foundations that included a sophisticated and equitable governance, funds flow, and compliance/security structure and layered upon it 11 projects that were designed to transform how our patients would access and receive care. The NCI team is made up of subject matter experts, each in of themselves leaders, who not only made this work possible, but made it credible, successful, and sustainable. For all of that, we cannot thank each of you enough.

DSRIP has impacted the way care is delivered in the region by focusing on care management, whole-person and patient-centered care, social determinants of health, patient engagement, an inclusive health care continuum, among so many other areas. Each initiative has significantly improved our health care system for the patient and community. In doing this, we took great care to ensure our investments would be sustainable long-term. For instance, examples like standardization and improvements in workflows, clinical protocols, connectivity and enhanced workforce skills demonstrate advances that will continue to have a positive impact on the region. NCI also has expanded its organizational structure to include an Independent Practice Association (IPA). This IPA will serve as a vehicle for further progression toward Value-Based Payment and our region's ability to continue to improve quality, drive down costs, and address social determinants of health, thus producing outcomes that will lead to a healthier community.

It is now formally understood that there will not be a DSRIP 2. Let us remind you that this region has a long history of working together and was, therefore, well-positioned to seize this opportunity and ensure its successes. We simply need to remain prepared and do that again. At the mid-point assessment, we ended our presentation with Martin Luther King, Jr.'s quote: "True compassion is more than flinging a coin to a beggar; it comes to see that an edifice which produces beggars needs restructuring." DSRIP gave us that opportunity to restructure, and every one of you all seized it with us. Let's continue our commitment to true compassion.

With sincerest gratitude,

Lindsay Baldwin