



de Souza
INSTITUTE

BETTER
HEALTHCARE
BETTER
OUTCOMES

“THE DE SOUZA
DESIGNATION HAS
BEEN ONE OF MY
GREATEST NURSING
ACCOMPLISHMENTS.”



THE DE SOUZA DIFFERENCE

Everyone has a cancer story, whether it is their own or that of someone they love. Two in every five Canadians will be diagnosed with cancer within their lifetimes. That's approximately 22 people, every hour. As someone who has been touched personally by cancer, and who has worked in cancer care and oncology research for many years, I know how important it is to have specialized and skilled health care professionals on the front-line of cancer care. That is where the de Souza Institute comes in.

Created in 2008 by the Ontario Government, based on a proposal from a team of world experts, the de Souza Institute is an innovative centre of excellence in professional training designed for one purpose – to provide the best possible oncology and palliative care training to Canadian nurses. I am proud to say that our innovative programming, built on the latest and best knowledge from around the world, supports clinicians and sets the standard of safe and effective delivery of cancer care across Ontario.

Our work has been recognized by leaders from across the country. Cancer Care Ontario now requires every nurse working in a chemotherapy clinic to take the de Souza chemotherapy course and maintain their competencies through ongoing training with the de Souza Institute. Our designations are recognized by health care leaders and the public alike as being the top in cancer and palliative care.

We have aspirations to bring our unique and innovative programming to professionals nationwide. It's ambitious, but every day I see the impact our program is making, and interest in expanding de Souza is growing. I believe we can make the de Souza designation the top indicator of quality cancer care and palliative care in Canada. But we will need the support of friends and partners like you to make it happen. I hope you'll join us.

Regards,

Dr. Mary Jane Esplen, RN, PhD
Director of de Souza Institute
 Professor and Scientist, Faculty of Medicine,
 University of Toronto



A STRONG FOUNDATION THE DE SOUZA MODEL

“ANY NURSE WILL DO? I DON’T THINK SO.”

Esther Green | Former Provincial Head Nursing & Psychosocial Oncology, Cancer Care Ontario

The de Souza model uses an innovative combination of online and in-person teaching methods to provide high quality, accessible and efficient training for health care professionals working in the complex world of cancer care and palliative care. Our approach is holistic.

In addition to being more effective in responding to a patient's specific cancer care or palliative care need, a de Souza professional is also capable of assessing and addressing some of cancer's more nuanced symptoms. This includes everything from patients' pain management to emotional support needs.



The de Souza Institute has helped health care organizations standardize cancer care and palliative care service delivery in Ontario. We are interprofessional, dynamic, and predicated on the latest, best research from around the world. A great health care system needs great health care professionals. Your support will allow us to expand our programs and delivery systems, giving Canadians increased access to well trained nurses and other health care professionals.

WITH YOUR HELP, WE CAN PUT DE SOUZA
HEALTH CARE PROFESSIONALS IN EVERY
HOSPITAL IN THE COUNTRY.

ESTHER GREEN

DESIGNING DE SOUZA

Esther Green was the former Provincial Head of Nursing and Psychosocial Oncology at Cancer Care Ontario, and one of the key architects of the de Souza Institute. She, along with other experts in the field, felt there was a lack of specialized education in cancer nursing across the country.

"There was no consistency in the course material and often courses were taught by individuals who may not have had oncology experience," she says. "This is a highly specialized field and it was essential that we had a program and curriculum that addressed these gaps."

Within a short space of time, de Souza exceeded all expectations. "There were a lot of nay-sayers at the beginning who said an innovative curriculum design was not going to work," Green says. "They thought nurses wouldn't go online."

Instead, the de Souza team delivered.

"What de Souza believes, and what nurses understand, is that the primary purpose of specialized training is to better serve patients. What matters most are patients."





LEADING THE WAY INTER PROFESSIONAL TRAINING

DE SOUZA PROFESSIONALS ARE AT THE
VANGUARD OF A NEW WAVE OF HEALTH CARE:
INTERPROFESSIONAL, INTEGRATED CARE
FOCUSED ON THE NEEDS OF THE PATIENT.



Building on our strong programmatic foundation, de Souza is developing and offering a full roster of courses with interprofessional competencies for physicians, nurses, social workers, pharmacists and other health care practitioners. Graduates of the de Souza Institute will have a comprehensive set of knowledge in cancer care and palliative care, as well as expertise in team-based care. Together, they will lead health care transformation and offer the top

quality person-centred care to patients and families. The best health care professionals are those who are constantly evolving, keeping pace with advances in medicine and patient care. Staying at the forefront of the rapidly changing health care environment is central to de Souza's philosophy, and at the core of our professional training. Your support will help us stay at the vanguard of the best in cancer care.

CHARISSA CORDON

HIGHEST STANDARD OF LEARNING

Charissa Cordon is a Registered Nurse and the Chief of Interprofessional Practice at Juravinski Cancer Centre in Hamilton. She first became involved with de Souza in 2008, as an educator at the Princess Margaret Cancer Centre. She noticed that there was no educational support for nurses to write the national oncology specialty exam. She approached de Souza to build a curriculum for her group.

"In our first year, we had 87 participants, and an over 80% success rate," she says. While leading a collaborative practice at St. Joseph's Hospital in early 2015, she made it a requirement that her nurses complete de Souza's Foundation for Oncology Nursing Practice course and the Standardized Chemotherapy course. "Having the nurses taking de Souza courses – the highest standard of learning – means that they will have the best knowledge to provide high quality care."

"de Souza training means that clinicians will work closely with each other to identify potential service gaps and plan the best ways to improve patient care."





DE SOUZA: SUPPORTING STANDARDIZED CARE

In Canada, there are national standards and guidelines, however, the service delivery in cancer and palliative care is often variable because each health care organization applies these guidelines in its own way. Without access to specific, specialized training, health care professionals are often left without the knowledge of best practices or the decision support tools they need to be effective in care.

DE SOUZA PROVIDES THE STANDARD

de Souza helps to bring the standardized best practice training to direct care: with de Souza training, health care professionals will have the expertise, knowledge and the confidence to provide the best care to patients and their families, whether they live in Kapuskasing or downtown Toronto. We aim to make the de Souza designation the symbol of cancer care excellence in Canada.

In doing so, we will promote the highest quality of cancer care across the country. You can help: with your support, we can make the de Souza designation an integral part of Canada's cancer strategy, incorporating our core values – flexibility, quality, and agility – into the very fabric of the Canadian health care system.



“IT IS A COMFORT FOR PATIENTS TO KNOW THAT WHETHER THEY’RE AT GRAND RIVER OR SUNNYBROOK OR PRINCESS MARGARET OR TRILLIUM, IF THEIR NURSE HAS TAKEN A DE SOUZA PROGRAM, THAT NURSE HAS BEEN EDUCATED THROUGH A SYSTEM THAT IS EVIDENCE-BASED, STANDARDIZED, AND HAS A CLEAR SET OF GOALS.”

Cathy Kitley | Clinical Nurse Specialist Oncology and Palliative Care, Trillium Health Partners, Credit Valley Hospital Site

DR. LINDA PATRICK DE SOUZA EDUCATION IN ADVANCED PRACTICE

Dr. Patrick is the Dean of the Faculty of Nursing at the University of Windsor. In 2010, she became interested in using the de Souza Institute's unique programming to augment nursing education. "Nurses at the undergraduate level are not prepared for specialization," she says. "We have a hospice in Windsor and nurses learn a lot there, after graduation. We also know that they need to be supported continuously throughout their career."

The partnership between the University of Windsor and the de Souza Institute has led to a graduate diploma in advanced oncology/palliative care, a first of its kind in Canada, setting higher standard in specialized training at the graduate level. "There's a sense of pride among de Souza nurses," says Patrick.

"The care is exceptional. de Souza courses are constantly being updated, and they are standardized across the province. I'm not sure that each individual hospital would be able to implement the same standards and education."



HELP SET THE STANDARD WITH THE DE SOUZA INSTITUTE

In the past few years, our numbers exploded: in 2014 alone, enrolment in our courses tripled. We educated more than 7,000 health care professionals across the province, in areas urban and rural. These de Souza professionals have the skills, confidence, and acumen to provide unique, nuanced care for their patients. As the reputation of the Institute has grown, so has our ambition.

Now, we are taking the step from project to permanence. The de Souza designation will become the national symbol of a highly skilled clinician in cancer care and palliative care. We have the ideas, the people and the credibility to enhance cancer care. We are propelled by knowing we can significantly improve health outcomes by applying an overall competency-based standard for training front-line practitioners in the de Souza way.

THE RESULTS WILL TOUCH THOUSANDS
OF PEOPLE NOW AND IN THE FUTURE.



THE DE SOUZA DESIGNATIONS

DE SOUZA INTERN

Specially tailored to nursing students interested in Oncology and Hospice Palliative Care.

DE SOUZA NURSE ASSOCIATE

For nurses in general hospitals and community care settings who care for patients with cancer as well as various other health conditions.

DE SOUZA NURSE

For nurses who are specialized in cancer care or palliative care. Many of them work in cancer centres or palliative care settings.

DE SOUZA ADVANCED PRACTICE NURSE (APN)

For nurses specializing in cancer care or palliative care who have earned a Master's Degree.

DE SOUZA SCHOLAR

For PhD level nurses who carry out research and academic teaching in cancer care and palliative care.

“DE SOUZA IS AN ORGANIZATION COMMITTED TO STRIVING FOR EXCELLENCE. USING THE BEST EVIDENCE, THEY ALSO CHALLENGE THE STATUS QUO WITH PROFESSIONAL DEVELOPMENT – THEY HAVE CREATED A SYSTEM OF LEARNING THAT IS TOTALLY COMPREHENSIVE.”

Charissa Cordon RN, MN, Con (C) | Collaborative Practice Leader at St. Joseph's Hospital, Toronto
