

IMPACT

Influencing Models of Practice
with Advanced Competency
in Therapeutic Radiation

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Greetings from the Editor-in-Chief: Carrie Lavergne

Advanced Practice Radiation Therapist, Durham Regional Cancer Centre; Co-chair, Clinical Specialist Radiation Therapist (CSRT) Community of Practice (CoP)



Dear Colleagues! Welcome to the latest edition of IMPACT (Influencing Models of Practice with Advanced Competency in Therapeutic Radiation)! As Editor-in-Chief, I'm thrilled to bring you a collection of stories and updates that highlight the energy of our CSRT Community of Practice and the ever-evolving landscape of advanced practice radiation therapy.

In our feature article, we sit down with two seasoned CSRTs who have boldly charted new career paths beyond the traditional CSRT role. Their insights on transferable skills, mentorship, and 'next-step' strategies will inspire anyone considering a pivot in their professional journey. We also introduce you to a CSRT at the dawn of her role, as she shares candid reflections on her first months: the challenges faced, early triumphs celebrated, and the support networks that have been instrumental in her success.

Turning to community events, we're excited to highlight this year's RTi3 Conference in Toronto—the 20th anniversary of the gathering where innovation meets collaboration. Within our Community of Practice, we shine a spotlight on three exceptional new CSRTs whose enthusiasm and fresh perspectives are already making waves. We are especially excited about these new members as we open our CoP doors to national advanced practice in radiation therapy, expanding beyond Ontario to Nova Scotia and Alberta.

In our Academic Achievements section, celebrate with us as members across Canada publish and share groundbreaking research and earn distinguished awards. Finally, don't miss our announcement for the biannual LTWRAP conference—a must-attend forum for leaders in advanced practice in radiation therapy.

Thank you for your continued dedication to excellence. Together, we are redefining standards of care and forging the future of radiation therapy. If you are reading IMPACT for the first time, please email csrt.cop@gmail.com to subscribe to our bi-annual newsletter. You can also access previous IMPACT Newsletters [here](#).

FEATURE

LAURA D'ALIMONTE

*Director, Cancer Program, Windsor Regional Hospital Regional
Director, Cancer Services, Erie St. Clair Regional Cancer Program*

Q. Can you tell us the CSRT role you held, and how many years you worked in this role?

I worked as a CSRT in Brachytherapy (brachy) at the Odette Cancer Centre, for 6 years.

Q. What would your words of wisdom be to new CSRTs entering this role?

Be open, stay curious, foster relationships.



FEATURE ~ CONTINUED

Q. What were you most proud of during your role as a CSRT?

Oh man so many things. Obviously, so honoured and humbled to have been a part of an amazing interprofessional brachy team and for the privilege to be a part of a patient's care journey. Also super proud to be a part of the clinical implementation of MR guided brachy.

Q. What is your present position and how long have you been working in it?

I am the Director of the Cancer Program at the Windsor Regional Hospital and the Regional Director of Cancer Services, Erie St Clair Regional Cancer Program. I have been working in it for just over 12 months.

Q. What motivated you to move from a CSRT to your new position?

It wasn't so straight forward. I knew I wanted to grow professionally and improve care on a larger scale. So I took a chance on myself; I left Odette for a Clinical Practice Manager role at another organization. Shortly after this, the Operations Manager role opened and I applied and was awarded it. A few years later, I applied and was successful in securing the Director role.

Q. What skills or experiences did you bring with you to your new role, from your CSRT experience?

Again, so many, time management, critical thinking, quick decision making, academics, leadership, project management. I think missed some but certainly these are key.



NATALIE ROZANEC

Program Manager, Medical Radiation Sciences Program

Temerty Faculty of Medicine, Department of Radiation Oncology, University of Toronto

Q. Can you tell us the CSRT role you held, and how many years you worked in this role?

I worked as a Palliative CSRT at Southlake Health from 2012 to 2023.

Q. What would your words of wisdom be to new CSRTs entering this role?

Don't be afraid to step outside of your comfort zone - embrace saying 'yes', even if it sounds a bit scary at first. Although the learning curve is steep, there is an entire community to support you and help you succeed.

Q. What were you most proud of during your role as a CSRT?

I think I am most proud of the care I have provided to my patients – they are the reason and motivating factor behind everything I do. The advocacy work I have been involved in has also been very meaningful, to raise awareness for advanced practice roles, and to increase healthcare providers' understanding of palliative radiotherapy to improve access to care. I am also proud to have co-founded and co-chair the Advanced Practice Radiation Therapy International Community of Practice (APRT iCoP) which has helped foster global APRT connections, and provide APRT mentorship. It has grown to include over 80 members from 18 different countries around the world.

Q. What is your present position, and how long have you been working in it?

I am currently the Program Manager of the Medical Radiation Sciences Program at the University of Toronto Department of Radiation Oncology. I started this position in March 2025.

Q. What motivated you to move from a CSRT to your new position?

Part of my role as a CSRT involved teaching family medicine residents, palliative fellows, and radiation therapy students. I found that I love to teach, and am very passionate about providing the best possible training to ensure that the next generation of health care practitioners are well-equipped to provide excellent patient care.

Q. What skills or experiences did you bring with you to your new role, from your CSRT experience?

As an APRT(T), my teaching skills, and ability to develop educational content to meet the needs of set curriculum, and produce educational materials were an asset to this new position. I was also involved in several research and QI projects, which I published and presented. The project management skills, ability to analyze a process/procedures and look for inefficiencies, gaps, areas of improvement were an asset. I also worked as the radiation therapy manager at Southlake Health in between my CSRT role and my current positions – this taught me about strategic planning, operations, and budgets/finance.

FEATURE ~ CONTINUED

NELLY KAGER

Radiation Therapist, Advanced Practice Position – Gynecology, Odette Cancer Centre, Toronto, Ontario.

Interviewed by Michele Cardoso, MRT(T), CSRT



Michele sat down with Nelly to learn what inspired her advanced practice journey, what she's most proud of so far, and her advice for future CSRTs.

Nelly's Background: Nelly's career began in the Netherlands, initially without a strong idea of what she wanted to do. Nelly opted to pursue a BSc in Earth Sciences Geology, quickly followed by a Master's in Geobiology with a focus on climate change research. After this, she worked at an engineering company on soil pollution research and soil remediation, examining oil pollution and enhancing biodegradation. The science behind her work was compelling, but she grew restless with the commercial emphasis of this group. A newspaper ad about a work/learn program Bachelor of Health Science in Radiation Therapy, caught her eye, and she jumped in. She was soon researching, developing and implementing new Image Guided Adaptive Radiation Therapy (IGART) protocols as a project co-worker, her first experience of working within a physics-focused

multidisciplinary team. Together, this group researched and developed a library of plans for cervix and bladder and when not busy with that, Nelly worked on the radiation treatment unit. After finding love, Nelly would take leave to visit her partner in Canada, which eventually led her to take another leap by moving to Canada. She wrote her CAMRT exam and made inroads with Sunnybrook Cancer Centre by helping with research projects. Her background in research is a particular strength; she has secured grants and continued her scholarly activity and process improvement work, eventually landing the role of Gyne CSRT.

What excites Nelly about this advanced practice role? Being able to connect people to the bigger picture. Often, individuals perform their role without understanding how it connects further downstream or even upstream. Nelly believes that CSRTs can be synergistic leaders, helping the team understand their part in the patient's care path. *"As a CSRT you can have a connective role in bringing that team vision to people."*

Nelly's proudest accomplishment: Nelly feels she has made small changes so far and will build on them for bigger initiatives. Nelly is proud of just how much she has learned and continues to learn. Gynecological cancers require a working knowledge of VMAT, IMRT, Brachytherapy, MR Linac and Chemotherapy, and Clinical expertise. Our discussion revealed much to be proud of; the bravery of moving to a new country, pursuing opportunities for growth, and remaining grounded in research and evidence-based practice.

Strategies on a difficult day: On challenging days, Nelly channels the women she admires in her life. She reflects on how they have managed situations or asks herself, what would they do? She also grounds herself in thinking clearly, taking the emotion out of the situation.

Best advice received: The best advice Nelly received was to "not let fear be the reason for making certain decisions." This advice has shaped her professional approach, encouraging her to make decisions based on values and not fear.

About advanced practice in radiation therapy: One thing Nelly wishes people knew about being an advanced practitioner is how it differs from the Radiation Therapist role. It requires a different mindset where one is mandated to critically evaluate processes and consider the impact of new technology.

Q: If your advanced practice career were turned into a movie, what would the title be?

Nelly wasn't sure of the movie title but knew it had to be something that shows that she is not the person who "shoots the goal" but the one who "passes the ball" so that other people can score. I suggested Bend It Like Beckham!?



Nelly notes that she is becoming a True Canadian as she has found herself apologizing a lot!

RTi3 CONFERENCE

The 20th annual RTi3 meeting took place last March 21-22 2025 at St. Paul's on Bloor, with CSRTs Vickie Kong and Madette Galapin as Co-Chairs. There was a good representation of the work completed by members of the CSRT CoP as well as great knowledge sharing of the development work at both the national and international levels. To highlight a few: Michele Cardoso was awarded the Top Ranked **Inquire** Abstract and shared Ontario Health's work on the collaborative approach to understanding the current state of using artificial intelligence auto-contouring tools in radiotherapy; Maria Dimopoulos from Mount Sinai Health System, New York, was awarded the Top Ranked **Inspire** Abstract and she presented insights from her team (comprised of both American and Canadian subject experts) on the nature of academic training and education programs being accessed internationally by those preparing to take on the APRT role; and lastly, Kelly Linden, from The Ottawa Hospital, had 3 oral presentations, one being the closing **Inspire** Keynote Address describing her experiences as she and her team expanded cancer care for northern Inuit patients. Furthermore, Tatiana Ritchie and Devin Hindle from Princess Margaret and Kelly Linden were given the opportunity to showcase their incredible work as CSRTs. Kudos everyone!



Photo credit: Department of Radiation Oncology, University of Toronto

1. Vickie Kong & Madette Galapin delivering the Welcome Address
2. Maria Dimopoulos delivering the Top Ranked Inspire presentation
3. Tatiana Ritchie participating in the Student Panel
4. Michele Cardoso receiving the Top Ranked Inquire Abstract award
5. Devin Hindle presenting
6. Kelly Linden delivering the Inspire Keynote Address
7. Vickie Kong & Madette Galapin during the Friday Social
8. Caitlin Gillan, Nicole Harnett, Natalie Rozanec & Kelly Masotti during the Friday Social
9. Nelly Kager, Darby Erler, Lori Holden, Saher Ali & Madette Galapin during the Friday Social

APRT iCoP UPDATE

Our international network continues to thrive. We have surpassed 80 members from 18 countries!

It's important to remember that you don't have to be a world leader in advanced practice to join the iCoP. There is much to do and much to learn at any stage in your advanced practice journey. There is no better way to connect with like-minded people than to sit in, listen and get involved! If you are interested in joining, reach out to us at aprticop@gmail.com!

Work continues on several projects including the international Delphi study to establish common clinical activities that are expected of APRTs across jurisdictions. The results will be presented at LTWRAP in Bradford this fall and work is getting underway to find a couple of pilot sites to put the newly minted activity list to use outside of Canada.

The comparative analysis of how APRT is defined and described internationally also continues. The goal of this work is to identify how well our regional expectations are aligning with published characteristics and dimensions in the hopes of eventually harmonizing, to some degree, how we describe APRT and our expectations of practice.

In our efforts to disseminate the important work being done around the globe, our podcast series continued early this year with an excellent presentation from Danielle McDonough and Clodagh Stars entitled "*A pilot study exploring how an APRT process intervention impacts throughout for inpatients referred for radiation oncology at a large US academic medical center*" that showcases their rigorous methodology for assessing impact of the APRT-facilitated model of care. As always, and in recognition of the challenges associated with time zones (ugh!), the session was recorded and can now be found on Spotify at <https://podcasters.spotify.com/pod/show/aprt-icop3>, along with all our podcasts to date. We are also always looking for ideas of international interest for upcoming podcasts so if there is a topic you would like to hear more about, or someone you want us to approach, don't hesitate to reach out to us at aprticop@gmail.com! News about our next podcast will be coming soon!!

Finally, we now have our sights set on LTWRAP in September and are looking very forward to seeing our global colleagues in the flesh! This is such an excellent opportunity to chit chat about our work, challenges, successes and dreams. We will be reaching out very soon about our plans to gather those who will be attending....so excited to see many of you again!!!

NEW CSRTS SPOTLIGHT

KAYLA MACINTYRE

*Radiation Therapist, Advanced Practice Position- Palliative Care
Cape Breton Cancer Centre, Sydney, Nova Scotia*

Kayla earned her Bachelor of Science from the Michener Institute of Education at UHN and the University of Toronto. She began her career in 2019 at the Odette Cancer Centre before transferring to Nova Scotia. At the Cape Breton Cancer Centre (CBCC), Kayla had the opportunity to train in treatment delivery and CT simulation.

Kayla is involved in palliative group committees and is passionate about providing palliative care in rural communities. Kayla is excited to begin training for her new role in advanced practice to help provide palliative cancer care in Nova Scotia. She is currently pursuing her Master of Health Studies from Athabasca University. In her downtime, Kayla enjoys running, sailing, and skiing.



NEW CSRTS SPOTLIGHT



JENNIFER DEGIOBBI

*Radiation Therapist, Advanced Practice Position - Palliative
Nova Scotia Health, Halifax, Nova Scotia*

Jennifer graduated from the joint University of Toronto/Michener Institute program and began her career at The Ottawa Hospital Cancer Centre in 2010. In 2012 she returned to Halifax, Nova Scotia, where she has since held the role of Resource Therapist across various treatment units, most notably the stereotactic and adaptive units.

Throughout her career, Jennifer has been actively involved in numerous committees and initiatives, consistently seeking opportunities to contribute and lead. Her dedication and commitment to radiation therapy led to her successfully obtaining the Advanced Practice Radiation Therapist position in September 2024, specializing in palliative care.

Committed to continuous learning and enhancing patient care, Jennifer is currently pursuing a Master of Adult Education with a concentration in Adult Education and Health at St. Francis Xavier University. Outside of her professional and academic pursuits, she enjoys hiking and reading.

PAMELA PATERSON

*Clinical Specialist Radiation Therapist – Palliative
Cross Cancer Institute, Edmonton, Alberta*

Pamela obtained a Bachelor of Science degree from the University of Alberta followed by a diploma in Radiation Therapy at the Cross Cancer Institute (CCI), Edmonton, Alberta. After graduating, she worked abroad in the Kingdom of Saudi Arabia and subsequently returned home to Edmonton.

Her radiotherapy career has provided her with opportunities to work in multiple practice domains, mentor and educate students in clinical and didactic environments along with volunteering at provincial and national levels. While working in the CCI's Palliative Radiation Oncology (PRO) Clinic over the past 3 years, she completed a Master of Science degree - Advanced Clinical Practice Radiotherapy and Oncology online, through Sheffield Hallam University, Sheffield, UK.

Pamela enjoys working in a multi-professional practice environment and providing holistic patient centred care. She is actively involved in research focused on improved patient outcomes for patients undergoing palliative radiation therapy. As a result, new clinical processes have been developed and implemented. Pamela is a strong advocate for recognizing and operationalizing the Advanced Practice Radiation Therapy role in Alberta. During her down time, she enjoys baking, cycling, and running.



IMPACT TEAM

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Nicole Harnett (nicole.harnett@uhn.ca)

OUR ACHIEVEMENTS

Period: October 2024 - May 2025 (records 1st, 2nd and principal investigator work by members of CoP)

Awards & Achievements:

Galapin M. Medical Radiation Sciences Program Excellence in Research Supervision Award (2024).

Kong, V. Grants: 1) Radiation Therapist-Led Adaptive Radiation Therapy & Image-based Assessment of Treatment Response with Ethos & Hypersight Imaging for Bladder Cancer. Varian Research Seed Grant. CAD100000. PI; 2) Can Ethos adaptive RT for intraprostatic GTV with multimodality imaging eliminate the use of fiducial markers and CT simulation? Varian Research Seed Grant. CAD100000. Co-PI; 3) Feasibility and Utility of HyperSight Visualization and Ethos Adaptation in Pediatric Radiotherapy. Varian Research Seed Grant. CAD100000. Co-PI

Kong V. Assistant Professor, Department of Radiation Oncology, University of Toronto & Clinical Investigator, University Health Network

Paterson P. - Completion of MSc, January 2025 - Advanced Clinical Practice Radiotherapy and Oncology (Faculty of Health and Wellbeing, Sheffield Hallam University, Sheffield, UK)

Articles:

Lavergne C., Rozanec N., Chan K., Harnett N. (2025) Effect of the CSRT Community of Practice on Sustainability of Advanced Practice Radiation Therapy Roles in Ontario. Journal of American Society of Radiologic Technologists - Radiation Therapy. 34(1), 60-71.

Lavergne C., Rozanec N., Linden K., Javor J. (2025). Empowering advanced practice radiation therapists through medical directives: A progressive step in radiation therapy in Canada. Journal of Medical Imaging and Radiation Sciences. 56(4) [In press]. [doi: 10.1016/j.jmir.2025.101898](https://doi.org/10.1016/j.jmir.2025.101898)

O'Neil M. & Palma D. (2024) A Thousand Data Points, One Clear Message: SFRT-1000 Demonstrates the Real World Effectiveness of Simulation-Free Palliative Radiation Therapy. International Journal of Radiation Oncology, Biology, Physics. 121(3), 596-598. [doi: 10.1016/j.ijrobp.2024.10.012](https://doi.org/10.1016/j.ijrobp.2024.10.012)

Posters + Presentations:

RTi3 Presentations:

Cardoso M. Contouring a New Path: Ontario's Collaborative Approach to AI in Radiotherapy. Presented at RTi3 2025. **[Top Ranked Inquire Presentation]**

Hindle D. Mobile Phone Acquisition of Patient-Reported Outcomes During and After Head and Neck Radiation Therapy. Presented at RTi3 2025

Hindle D. To Replan or Continue Treatment: Improving Dose Reconstruction for Cone-Beam CT Discrepancies Observed in Head and Neck Radiotherapy. Presented at RTi3 2025.

Lavergne C., Allum S., Humphreys D., Ghazarian A., Nguyen J., Coelho R. Creation of a Community of Research and Innovation in Radiation Therapy at a Community Hospital. Presented at RTi3 2025.

Linden K. Collaborating for Success: A Multidisciplinary Advance Care Planning Initiative. Poster Presentation at RTi3 2025.

Linden K. DIVERT (Diagnostic Imaging for VERtebral metastases) from Conventional Treatment Planning CT Scan - Results of a Prospective Patient Study. Presented at RTi3 2025.

Linden K. Improving Access and Quality of Cancer Care to Canada's Northern Inuit – A Radiation Therapist's Unique Perspective. Presented at RTi3 2025. **[INSPIRE Keynote Address]**

Ritchie T. The Pediatric Clinical Specialist Radiation Therapist (CSRT): Advancing Care and Innovation in Pediatric Radiotherapy. Presented at RTi3 2025.

CARO Presentations:

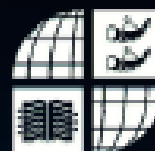
Parmar H., Gaul J., Xhaferllari I., Schneide K., Himiz K., Yousuf J., D'Alimonte L., Pan M. (2024). Emergent Palliative Radiation Therapy During Ongoing Cyberattack: Designing Downtime Delivery Protocols to Ensure Safe and Effective Radiation Treatment. Radiotherapy & Oncology, S49-50. Presented at CARO 2024.

CAMRT Presentations:

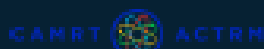
Galapin, M. Using QI Tools to Investigate Delays in Post-Operative Radiation Therapy for Head and Neck Cancer. Presentation at CAMRT 2025,

Paterson P. Samir P., Burke B., Clarkson M., Fairchild A. Impact of Clinical Specialist Radiation Therapist management of patients undergoing palliative radiotherapy. Presentation at CAMRT 2025.

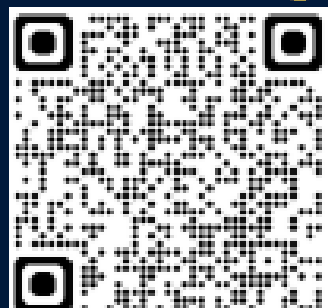
Rozanec N., Lavergne C., Gillan G., Javor J., Lee G., D'Alimonte L., Fawcett S., Davis C.A., Smoke M., Given M., Lewis D., Holden L., Harnett N. (2025). The Use of Regulatory and Legislative Tools to Support Advanced Practice Roles for Medical Radiation Technologists: A Case Study from Ontario. Poster at CAMRT 2025.



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LTWRAP is a global group of passionate people working towards the advancement of the medical radiation sciences professions. The 2025 conference theme is "Advancement of Excellence in Care" in Radiography Advanced Practice.

Registration Is Now Open!

Registration includes attendance at the conference from the evening of Friday 5th September to Sunday 7th September.

LTWRAP 2025 will be hosted at the University of Bradford campus and will involve:

- Friday evening welcome event.
- 2 x days of international keynote speakers, oral and poster proffered papers, networking and workshops..
- Saturday night social event (£15 additional ticket purchase) including DJ and buffet.

Early Bird Rate (before 30th June) £120

Standard Rate (on or after 1st July) £150

Visit the LTWRAP website for registration and further information:

www.ltwrapdotcom.wordpress.com/bradford-2025

