

DISCIPLINE OF PEDIATRICS - STRATEGY MAP

MARCH 2021

thus achieving our MISSION and VISION	OUR MISSION Working in the spirit of partnership and respect, the Discipline of Pediatrics provides excellence in the diagnosis, treatment and prevention of physical and mental health conditions in children and youth in a patient and family centered environment, while delivering high-quality education across the educational continuum, conducting research, and advocating for and supporting the communities we serve.		
	OUR VISION Through excellence, we will integrate education, research and social accountability to advance the physical and mental health and well-being of children, youth and their families in the communities we serve.		
to meet the needs of the PEOPLE we serve,	IMPROVING LIVES		
	Thriving learners and graduates	Impactful research and scholarship	Healthier communities
	<ul style="list-style-type: none"> • Provide a supportive academic environment • Foster faculty to learner mentorship opportunities • Foster learner to learner mentorship opportunities • Support regular faculty development opportunities and retreats • Facilitate open and transparent communication 	<ul style="list-style-type: none"> • Increase participation in local, national and international research groups • Encourage participation in the planning and design of multicenter studies, including clinical trials • Provide the tools and supports for learners and faculty (PT and FT) to be successful with their research and scholarly projects • Increase knowledge translation work • Implement the JPRU strategic research goals <ul style="list-style-type: none"> - Increase JPRU's participation and involvement in clinical trials at national and international levels - Increase interest of pediatricians and faculty in clinical trials by offering them guidance and assistance throughout the entire process - Increase collaboration with MICYRN and Eastern Health's Research and Innovation department - Provide more detailed information/guidelines on getting started with research and how to do research; provide educational and training opportunities in research (ie. research rounds) - Facilitate collaboration with Memorial and other institutional researchers by sharing experience/resources via website etc. and facilitate communications within the local research community by providing regular updates of ongoing projects in the Discipline of Pediatrics - Identify/facilitate seed funding opportunities - Explore/ facilitate potential internal and external funding opportunities - Explore potential funding opportunities to hire an experienced grants facilitator (PhD level) that would assist researchers with their grant applications; hire additional personnel for clinical trials 	<ul style="list-style-type: none"> • Identify the needs of and advocate for vulnerable populations • Focus on Indigenous population in the province • Identify the needs of and advocate for children and youth in alternative care • Engage with the public • Communicate items related to children's health to improve health literacy in the community • Participate in multi-disciplinary partnerships with community organizations
so we can operate with EFFECTIVENESS and EXCELLENCE,	EXCELLENCE IN ALL WE DO		
	Education excellence	Research excellence	Social accountability
	<ul style="list-style-type: none"> • Create exceptional teachers through on-going education and faculty development • Embrace and implement Competence Based Medical Education (CBME) • Promote utilization of educational technologies to enhance teaching and learning 	<ul style="list-style-type: none"> • Enhance research content across the medical education curriculum • Support and encourage faculty research through mentorship and faculty development • Advance resident research by implementing the recommendations in the JPRU2020-2022 strategic research goals specific to residents <ul style="list-style-type: none"> - Include a presentation by JPRU at resident orientation week - Facilitate the research process so that residents can start their projects as early as possible (i.e., 1st year) - Connect residents with mentors and provide a list of potential supervisors and topics that is accessible to residents - Develop "Speed dating sessions," where new residents can meet with a number of potential supervisors at the same time to discuss potential projects - Provide a clearer timeline for when the research requirements need to be completed, objectives and deliverables, accountabilities and duties of residents, supervisors, and program director - Provide easier access to research related materials (e.g., making them available on a website) including educational material on grant writing - Increase training opportunities including engaging and partnering with faculty from outside of Pediatrics who may have particular skills to share, such as Biomedical Sciences, Community Health and Humanities and Clinical Epidemiology - Support and encourage faculty research through mentorship and faculty development 	<ul style="list-style-type: none"> • Continue involvement with Global Health initiatives and organizations such as Team Broken Earth • Participate in social/charitable work and volunteerism with community groups and organizations such as The Gathering Place, the Baby Clothes Library, and the Association for New Canadians. • Advocate for reduced barriers to access • Encourage innovation in clinical care to improve access for vulnerable populations such as the Children and Youth in Alternative Care (CAYAC) clinic. • Increase advocacy efforts and participate in public presentations

to build a STRONG and PREPARED team,	OUR EMPOWERED PEOPLE			
	Culture of Excellence	Inspiring Leadership	Exceptional People	Robust Infrastructure
	<ul style="list-style-type: none"> Unify our team around a focus on excellence and achieving our vision, mission and goals Create a productive, engaging and supportive work environment for faculty and staff Embrace change Create an environment of lifelong learning Enhance our social accountability commitments 	<ul style="list-style-type: none"> Foster and support leadership development and succession planning Continue to support formal leadership training (such as the PMLP) Support leadership opportunities for our residents 	<ul style="list-style-type: none"> Provide mentorship at all career stages Foster an environment that encourages wellness for all Recognize and reward excellence Recognize the important and significant contribution of our Part Time faculty and ensure that they are supported Work with and support our Pediatrics faculty at distributed sites across the province and beyond 	<ul style="list-style-type: none"> Provide appropriate workspace for faculty, staff and residents Provide space for private conversations Explore options regarding inadequate clinic space Explore better integration of technology in teaching
we use our RESOURCES wisely,	OUR ENDURING LEGACY - SUSTAINABILITY			
	Efficient, Effective Resourcing	Continuous Performance Management and Improvement	Dynamic Advocacy	
	<ul style="list-style-type: none"> Allocate resources to strategic priorities that align with our Discipline mission and vision Expand research funding Engage with our alumni Develop an approach to alumni donations 	<ul style="list-style-type: none"> Track, measure and analyze our performance across our academic mandate by monitoring the learning and work environment Use data to improve performance and to set improvement goals Strengthen program evaluation to enable improvements Undertake quality improvement initiatives Share our performance results with key stakeholders Monitor the external environment for opportunities and challenges 	<ul style="list-style-type: none"> Promote the mission and vision of the Faculty of Medicine Promote the mission and vision of the Discipline of Pediatrics Identify and foster participation in partnerships to advance our mission and vision 	
Guided by our VALUES ,	OUR VALUES			
	Put the needs of our learners and communities at the forefront of everything we do	Put the needs of our learners, patients, families and communities at the forefront of everything we do		
	Support faculty and staff to succeed	Support learners, faculty and staff to succeed		
	Act and lead with integrity and professionalism	Act and lead with integrity and professionalism		
	Embrace learning, creativity and innovative thinking in all we do	Embrace learning, creativity and innovative thinking in all we do		
	Foster inter-dependent teamwork and collaboration	Foster inter-dependent teamwork and collaboration in an environment that supports physician wellness		