

DISTRIBUTED MEDICAL EDUCATION - STRATEGY MAP

FEBRUARY 2022

thus achieving our MISSION and VISION	<p>OUR MISSION</p> <p>Working in the spirit of collaboration and respect, Distributed Medical Education is committed to excellence in medical education delivery, research, and support of our learners, faculty and staff at all our distributed sites to ultimately contribute to the health of our communities.</p>		
	<p>OUR VISION</p> <p>Through collaboration and engagement with our distributed partners, we will optimize medical education delivery and research at our distributed sites and empower people to enhance health and well-being in our communities.</p>		
to meet the needs of the PEOPLE we serve,	<p>IMPROVING LIVES</p>		
	<p>Thriving learners and graduates</p>	<p>Impactful research and scholarship</p>	<p>Healthier communities</p>
	<ul style="list-style-type: none"> Learners rate their support from Distributed Medical Education for placements at distributed sites as excellent Learners have sufficient opportunities for placements at distributed sites Distributed Medical Education faculty and staff enhance the experiences of learners through the promotion of diversity and teamwork. 	<ul style="list-style-type: none"> Distributed faculty feel valued and supported Distributed Medical Education faculty and staff feel included as part of the Faculty of Medicine community Engaging in evidence and guideline based work to meet the educational needs of learners at distributed sites Engage in and disseminate research and scholarly work that addresses the needs of learners and the communities 	<ul style="list-style-type: none"> Learners are motivated and supported to stay in our communities after graduation and to support those in underserved, rural, and remote areas Faculty are motivated to stay in their community Engage community partners to collaborate on creating meaningful educational experiences
so we can operate with EFFECTIVENESS and EXCELLENCE,	<p>EXCELLENCE IN ALL WE DO</p>		
	<p>Education excellence</p>	<p>Research excellence</p>	<p>Social accountability</p>
	<ul style="list-style-type: none"> Contribute to the delivery of dynamic and innovative programming at distributed sites Provide living accommodations and supports to ensure a productive experience for learners at distributed sites Support and advocate for longitudinal integrated placements in distributed sites Enable distributed faculty to succeed as educators Provide learners with access to appropriate distributed site(s) to develop required competencies Working with relevant offices at the Faculty of Medicine, provide access to career planning with a focus on pursuing careers in rural, remote or underserved areas 	<ul style="list-style-type: none"> Promote community-based research projects by learners and faculty Enhance evidence-based learning and research by faculty and learners at distributed sites Support initiatives to promote research or contribute to research climate by providing research ideas Pursue opportunities for publishing scholarly papers on distributed medical education 	<ul style="list-style-type: none"> Promote community engagement of learners at distributed sites Develop partnerships that strengthen community capacity, including underserved populations, at distributed sites Create and/or maintain relationships with landlords and the general community as appropriate In collaboration with other Faculty of Medicine offices and external stakeholders, seek opportunities for new teaching sites in rural and remote areas

	OUR EMPOWERED PEOPLE			
	Culture of Excellence	Inspiring Leadership	Exceptional People	Robust Infrastructure
to build a STRONG and PREPARED team,	<ul style="list-style-type: none"> Unify our Distributed Medical Education team around excellence and achieving our mission and vision Create a productive, engaging, enjoyable and supportive work experience for our faculty and staff Embrace change Weave social accountability into everything we do Promote a culture of lifelong learning for our faculty, staff, and learners 	<ul style="list-style-type: none"> Encourage and support leadership development in faculty and staff Create opportunities for distributed faculty to participate on Faculty of Medicine committees Develop, in collaboration with appropriate offices in the Faculty of Medicine, policies related to distributed faculty Addition of distributed faculty to committees 	<ul style="list-style-type: none"> Facilitate, in collaboration with appropriate offices at the Faculty of Medicine, mentorship opportunities for distributed faculty, staff and learners Develop, in collaboration with appropriate offices at the Faculty of Medicine, a recruitment and retention plan for faculty Develop, in collaboration with Human Resources, a recruitment and retention plan for staff Optimize rural rotation appeal to attract learners to distributed sites Develop a standardized, streamlined, and collaborative faculty appointment process and reporting structure Provide robust onboarding for distributed faculty and staff Foster an environment that encourages wellness for all Recognize and celebrate our achievements Enhanced communication about Faculty of Medicine initiatives in distributed sites and through main campus 	<ul style="list-style-type: none"> Promote visibility of Academic Program Administrators in distributed sites for better access to learners and faculty Advocate for appropriate space for faculty, staff, and learners in distributed sites Improve IT infrastructure for distributed faculty and staff by working with appropriate offices at the Faculty of Medicine or external partners Ensure teaching resources to meet educational requirement are in place for distributed faculty and learners Regularly meet with distributed staff and faculty
	OUR ENDURING LEGACY - SUSTAINABILITY			
	Efficient, Effective Resourcing	Continuous Performance Management and Improvement		Dynamic Advocacy
we use our RESOURCES wisely,	<ul style="list-style-type: none"> Allocate resources based on strategic priorities in direct alignment with our mission Optimize team-building opportunities for our faculty, staff, and learners 	<ul style="list-style-type: none"> Track, measure, and analyze our performance of key services through benchmarking metrics via a Distributed Medical Education scorecard Use data to continuously improve our performance and set improvement goals and identify areas of potential, sustainable growth Monitor our external environment and adapt accordingly 		<ul style="list-style-type: none"> Identify, foster, and participate in partnerships that advance our mission and vision Communicate with our partners Promote the mission and vision of the Distributed Medical Education and the mission and vision of the Faculty of Medicine Demonstrate the value of the Distributed Medical Education
Guided by our VALUES,	OUR VALUES			
	Prioritize the needs of our learners and communities in everything we do			
	Support distributed faculty and staff to achieve success and inclusivity within the Faculty of Medicine			
	Act and lead with integrity and professionalism			
	Embrace learning, creativity and innovative thinking in all we do			
	Engage with our community partners to achieve our shared goals and to provide authentic experiences for learners at distributed sites			