Dalhousie Family Medicine
2017 Strategic Plan (Draft)
The department’s priority areas

Our desired results related to each direction

Strategies to achieve the goal

Specific activities to transform the objectives into measurable outcomes

Directions

Goals

Objectives

Actions

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Department of Family Medicine, Dalhousie University Strategic Planning
July, 2017 – DRAFT

Vision
A collaboration supporting the advancement of family medicine through comprehensive clinical work, teaching and research to meet the need of Maritime communities.

Mission
Serving communities and learners through education, research, engagement and partnerships. Inspiring Minds. Impacting Communities.
2017 Strategic Directions

- Serving Our Communities
- Education
- Research
- Engagement & Partnerships
EDUCATION

The continuum of family medicine education programs support the provision of comprehensive care that meet the evolving needs of Maritime communities.

OBJECTIVES

- Implement and evaluate comprehensive training that responds to learner and community needs
- Build capacity of Maritime communities to support learners
- Grow family medicine participation and presence in undergraduate medical education
- Lead, innovate and support faculty development
## EDUCATION

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| Implement and evaluate comprehensive training that responds to learner and community needs. | • Review and address comparability of comprehensive training communities  
• Review and adjust curriculum on a regular basis to identify important and emerging topics  
• Begin with simulation training and ensure access across all post graduate sites  
• Address emerging needs in rural and indigenous health curricula  
• Facilitate learner participation in inter-professional education and collaborative care |
| Build capacity of Maritime communities to support learners.               | • Develop and implement a coordinated preceptor recruitment strategy  
• Work with partners to address barriers to teaching including infrastructure, remuneration and technology  
• Support and develop community preceptors and leaders |
| Grow family medicine participation and presence in undergraduate medical education. | • Develop and implement strategies to improve the visibility and enhance integration of family medicine content in the pre-clerkship curriculum/units  
• Further develop and implement strategies to promote family medicine as a career choice  
• Review and address gaps in the capacity of family medicine faculty and residents to engage in innovative use of resources to participate in undergraduate teaching across all communities |
| Lead, innovate and support faculty development.                          | • Provide leadership and collaborate with partners to support faculty development across the Maritimes  
• Build a network of community faculty engaged in faculty development using innovative methods  
• Support new and existing preceptors with their individual faculty development needs |
RESEARCH

Primary health care policy and practice are advanced through research and scholarship.

GOAL

Lead interdisciplinary research and support innovation to strengthen primary health care in the Maritimes.

OBJECTIVES

- Build the department’s capacity for scholarship and research across the distributed environments
- Build learner capacity for scholarship and research
- Build a better understanding within the department and externally about primary health care research and its value
- Inform primary healthcare policy and practice with research that responds to and influences partner strategic priorities

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| Lead inter-disciplinary research and support innovation to strengthen primary healthcare in the Maritimes. | • Create a primary healthcare research chair in the department  
• Participate in national programs that support capacity building for research  
• Create a research agenda with priority areas for research identified |
| Build the department's capacity for scholarship and research across the distributed environments. | • Create a strategy to advocate for protected time for clinicians in the department to participate in research  
• Strengthen collaboration between quality improvement and research to support improvements in clinical care  
• Provide mentoring opportunities  
• Build community capacity and networks for research |
| Build learner capacity for scholarship and research. | • Develop a strategy to engage learners in primary healthcare research  
• Explore the development of a graduate program in family medicine, a clinical scholar program.  
• Support supervisors of research projects to ensure they are well informed and have the tools to effectively support students |
| Build a better understanding within the department and externally about primary healthcare research and its value. | • Build an identity for the Primary Care Research Unit to foster greater recognition and create a higher profile for scholarship and research  
• Build partnerships with research collaborating organizations  
• Create a knowledge translation strategy including celebrating and sharing successes, and building understanding within communities about the importance of primary care and primary care research  
• Develop and implement tools to define the value proposition of primary healthcare research for funders |
| Inform primary healthcare policy and practice with research that responds to and influences partner strategic priorities. | • Build relationships/partnerships with health authorities, provincial government departments, universities, and others so that Dalhousie Family Medicine is recognized and engaged as a research resource to support partner priorities  
• Collaborate with certificates of added competencies and enhanced skills to build research topics of interest within these areas  
• Facilitate comparative research in the three health systems of the Maritimes  
• Support engagement with potential funding partners  
• Support a strategy to introduce patient engagement in research teams and research planning |
ENGAGEMENT AND PARTNERSHIPS

Partnerships formed to advance family medicine education, research and service delivery priorities.

GOAL

Partner with external stakeholders to support and ensure excellence in undergraduate and postgraduate family medicine education.

Develop and support partnerships to influence and contribute to health system priorities and advance the department’s programs/priorities.

Engage communities to support and facilitate learners in their environment.

Create an identity for the community of undergraduate and postgraduate preceptors.

OBJECTIVES

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| Partner with external stakeholders to support and ensure excellence in    | • Engage with the health authorities to support rebuilding undergraduate education networks in distributed environments  
| undergraduate and postgraduate family medicine education.                 | • Engage and build partnerships with departments of health and wellness to support family medicine education  
|                                                                            | • Encourage preceptors to engage learners in their organizational partnership activities                                                                                                                                                                                                                                                                              |
| Develop and support partnerships to influence and contribute to health    | • Develop a strategy to increase department participation within departments of health and health authority structures  
| system priorities and advance the department's programs/priorities.       | • Identify structures and committees where the department should increase participation  
|                                                                            | • Respond positively to partner invitations to participate in structures/processes that are in alignment with the department’s strategic priorities  
|                                                                            | • Invite partner organizations such as departments of health, health authorities, professional associations and community partners to participate in department structures to help ensure alignment of strategies, goals and objectives  
|                                                                            | • Identify working groups and settings to invite partner participation  
|                                                                            | • Engage and build partnerships with other educational institutions to ensure efficient use of resources and maximize capacity  
|                                                                            | • Develop and implement a communication strategy to build awareness among partners of the resources, strengths and priorities of the department throughout its distributed environment                                                                                                                                                                                                                     |
| Engage communities to support and facilitate learners in their            | • Engage community leadership in the planning and evolution of teaching sites  
| environments.                                                            | • Identify and support activities that connect learners with communities and their members                                                                                                                                                                                                                                                                                                                                 |
| Create an identity for the community of undergraduate and graduate        | • Develop an organizational structure that represents and supports community preceptors’ unique roles and voice  
| preceptors.                                                              | • Develop networking and socialization opportunities to strengthen the identity of the preceptor group                                                                                                                                                                                                                                                                                                                                                           |
Priority concerns of Maritime communities are addressed through education, research and service activities.

**GOAL**

Prepare learners to address health needs of vulnerable/underserved communities through curriculum

Participate in, and influence a variety of innovative practice models including inter-professional and collaborative care, such as the Patient’s Medical Home

Advocate for the reduction of disparities in health outcomes and access to quality primary healthcare
# SERVING OUR COMMUNITIES

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| Prepare learners to address health needs of vulnerable/underserved communities through curriculum. | • Provide opportunities for reflection on diversity, inclusion and cultural responsiveness in the distributed environment  
• Partner with the Faculty of Medicine and health authorities to develop and implement packaged/modular cultural competency and diversity training sessions for students, faculty and staff within family medicine  
• Educate medical students and residents about the health and social issues facing Indigenous peoples to help them attain competencies to provide culturally safe care  
• Enhance the diversity of preceptors, faculty members and staff over time within the department |
| Participate in and influence a variety of innovative practice models including inter-professional and collaborative care, such as the Patient’s Medical Home. | • Build partnerships with provincial initiatives in primary care and family medicine  
• Identify and support faculty and staff engaged in inter-professional and collaborative care models  
• Educate learners about evolving inter-professional and collaborative care models |
| Advocate for the reduction of disparities in health outcomes and access to quality primary health care. | • Identify key health disparities at the provincial and community level  
• Identify and support faculty and staff who are advocating for the reduction of disparities in health outcomes and access to quality primary healthcare  
• Partner with community groups who are addressing health disparities |
THANK YOU

PLEASE BE SURE TO PROVIDE YOUR FEEDBACK VIA THE ONLINE SURVEY.