

# Postgraduate Medical Education Strategic Plan (2021-2025)

## VISION

We develop skilled physicians who serve the needs of diverse patients and communities.

## MISSION

We provide exemplary medical education in diverse and supportive environments, with a focus on patient- and family-centred care.

## VALUES & PRINCIPLES

We are committed to acting in accordance with the following values:

- collegiality
- fairness and equitable treatment
- inclusiveness
- integrity, honesty and ethical behavior
- respect

We believe in the following principles:

- collaboration
- commitment to community
- different ways of knowing, learning and being
- diversity, equality and human dignity
- excellence
- a healthy work and learning environment
- innovation, curiosity and creativity
- openness, transparency and accountability
- reconciliation
- sustainability

## STRATEGIC PRIORITIES

<b>Learner-centred Programming</b>		<b>Learner Success &amp; Well-being</b>	
<b>Equity, Diversity &amp; Inclusion</b>	<b>Social Accountability</b>		<b>Indigenous Health</b>
<b>Organizational Accountability</b>			

## **Learner-centered Programming**

- Enhance learning of intrinsic CanMEDS roles, with particular emphasis on health advocacy and leadership
- Embed patient safety and quality improvement culture throughout residency education
- Enhance inter-professional education
- Foster learner creativity and innovation
- Strengthen research capacity among residents
- Integrate competency-based curricula in postgraduate programs
- Implement effective assessments

## **Learner Success & Well-being**

- Foster a positive culture of self-care, and create learning/ work environments that support learner well-being
- Celebrate learner success and accomplishments
- Ensure effective integration and transitions along the educational continuum
- Continue to expand and improve access to resources and support services, including mental health and addiction services
- Enhance and develop sustainable wellness programs that meet the diverse needs of the residency programs
- Increase engagement of learners to enable resident-led wellness initiatives

## **Equity, Diversity & Inclusion**

- Enhance diversity among residents and those who support and train them, to ensure societal representation
- Build an inclusive culture, informed by insights and experiences of residents, faculty and staff
- Ensure equitable policies and procedures

## **Social Accountability**

- Embed anti-racism, and cultural safety and humility training within residency education
- Ensure postgraduate training programs reflect health service needs in Saskatchewan
- Expand learning experiences with under-served populations and rural and remote communities

## **Indigenous Health**

- Engage Indigenous leaders and knowledge keepers in curriculum planning and teaching
- Expand learning experiences within Indigenous communities

## **Organizational Accountability**

- Ensure effective collaborative governance in PGME
- Support and celebrate clinical teachers
- Develop and support educational leadership and administration
- Ensure operations meet accreditation standards and strive for excellence through continuous quality improvement
- Continue meaningful collaborations with national and global educational organizations
- Enhance information technology (IT) to facilitate learning and patient care