



TEMERTY FACULTY OF MEDICINE  
UNIVERSITY OF TORONTO  
Continuing Professional Development

# CPD STRATEGIC PLAN



2023  
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2027



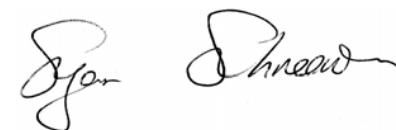
# A MESSAGE FROM THE ASSOCIATE DEAN

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In this emerging post pandemic era, we have created a visionary strategy that will inspire and advance CPD in the Temerty Faculty of Medicine. Amid the pandemic we witnessed remarkable innovation and adaptability in response to all the challenges and our intent is to sustain and amplify this positive momentum. Our overarching mission is to equip health professions with the knowledge and skills needed to effectively navigate current and future health care challenges. We are dedicated to promoting the value proposition of CPD and committed to enabling lifelong learning, advancing CPD scholarship and serving as a collaborative partner throughout the continuum of medical education.

Our CPD strategy addresses evolving health care challenges, encompassing integration of artificial intelligence into practice, considerations for planetary health, health and well-being of our health professionals and the utilization of digital technology. Within our programs and conferences we will integrate CPD best practices, adopt interprofessional collaborative approaches and leverage partnerships with individuals with lived experience and learned expertise to create more impactful programs. Our commitment extends to creating equitable, inclusive, accessible and culturally safe learning environments for our health professional learners.

CPD offers more than 250 accredited programs and conferences annually attracting an international audience of more than 40,000 health professional learners. We deeply value the contributions our faculty and CPD professional services staff in developing CPD programming that is instrumental in enhancing health outcomes and advancing quality of care for our communities. As international leaders in the field of CPD, we will continue to build capacity in CPD leadership through our professional development programs. Our dedicated research team has built a strong foundation of research aimed at advancing competencies for CPD leadership. Moving forward, we remain committed to the advancement of the science of CPD through ongoing research and scholarship, CPD grants and awards. Together, we are poised to shape the future of CPD ensuring excellence in healthcare.



Dr. Suzan Schneeweiss  
Associate Dean, CPD  
Temerty Faculty of Medicine



# REFLECTING ON THE PAST 5 YEARS

Over the past 5 years CPD has embarked on a transformative journey. This period has been marked by significant advancements, innovative strategies, and unforeseen challenges in response to the COVID-19 pandemic.

## COVID-19 Pandemic

In response to the COVID-19 pandemic, CPD promptly transitioned to online learning, prioritizing enhanced accessibility and inclusivity in our programs. Our professional services staff re-tooled to become digital events experts and developed a customized digital conference and program platform. CPD created a searchable COVID-19 library with over 200 curated clinical and wellness resources and successfully supported delivery of 44 webinars reaching a diverse audience of over 12,000 health professionals. Additionally, CPD established a \$70,000 CPD COVID-19 grant program which successfully funded 7 projects.

## Leadership

CPD has been dedicated to building leadership capacity in CPD through our professional development programs recognizing competencies in our CPD leaders is key to broadening our reach and influencing change. Through these programs, we have succeeded in contributing to the establishment of national credential for CPD.

## Scholarship

CPD's scholarship team has actively contributed to the growing body of knowledge in the science of CPD, striving to elevate its standing and underscore its crucial role in health professional development and practice. Through CPD awards and grants, we acknowledge the outstanding contributions of our faculty to CPD.

## Innovation

A focus on innovative programming and effective learning methods, including longitudinal programming has been a fundamental aspect of CPD's approach. Certificate of completion programs have gained popularity in the digital environment fostering increased engagement of participants from across Canada and North America. Notably, the Foundational Certificate in Narrative-Based Medicine has attracted over 300 participants since its launch in 2021. Our commitment to addressing contemporary health care challenges is evident in the launch of new certificate programs such as Health by Design, Applied AI in Medicine, and Taking Action on Planetary Health.

## Community Engagement

Engaging with our community is paramount to advancing our mission. The Call-To-Action Indigenous Health Digital Series, in alignment with the Truth and Reconciliation Commission's action items served as a primer for physicians and healthcare professionals looking for impactful and clinically relevant information about Indigenous health. Our commitment to community engagement is further underscored by events such as The Canadian Child and Youth Health in Equity Conference and the Health and Well-Being in Developmental Disabilities conferences which serve as notable platforms for fostering dialogue and collaboration.





# OUR MISSION

Equipping health professionals with transformative knowledge and skills to foster a future where health care is globally accessible, equitable and continually evolving for the betterment of the health and well-being of individuals and communities.



# OUR VISION

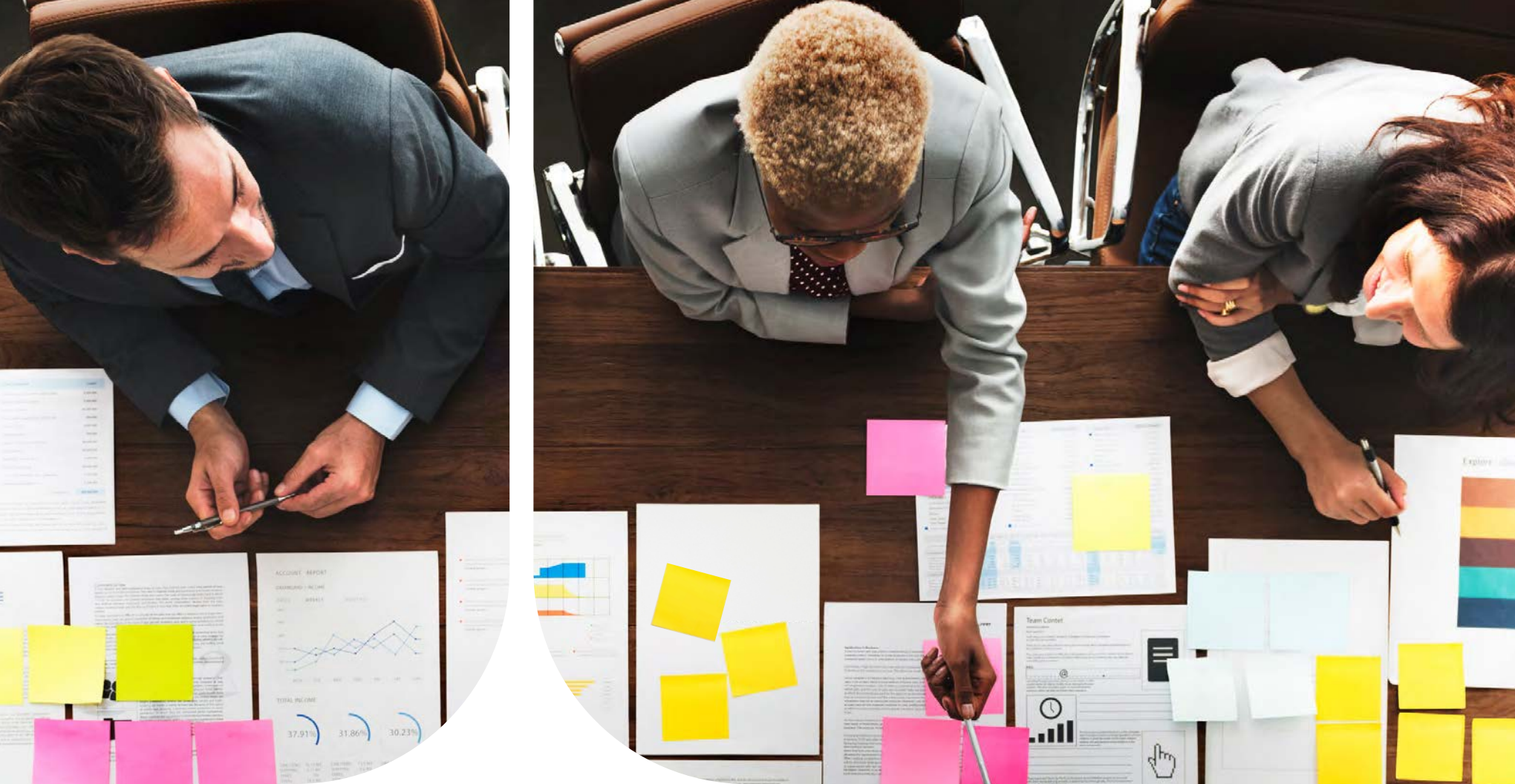
International leadership in advancing health, championing equity and driving innovation and scholarship through continuing professional development in the health professions.



# OUR VALUES

- Social Responsibility
- Inclusiveness
- Innovation
- Accountability
- Integrity
- Interprofessionalism
- Lifelong Learning

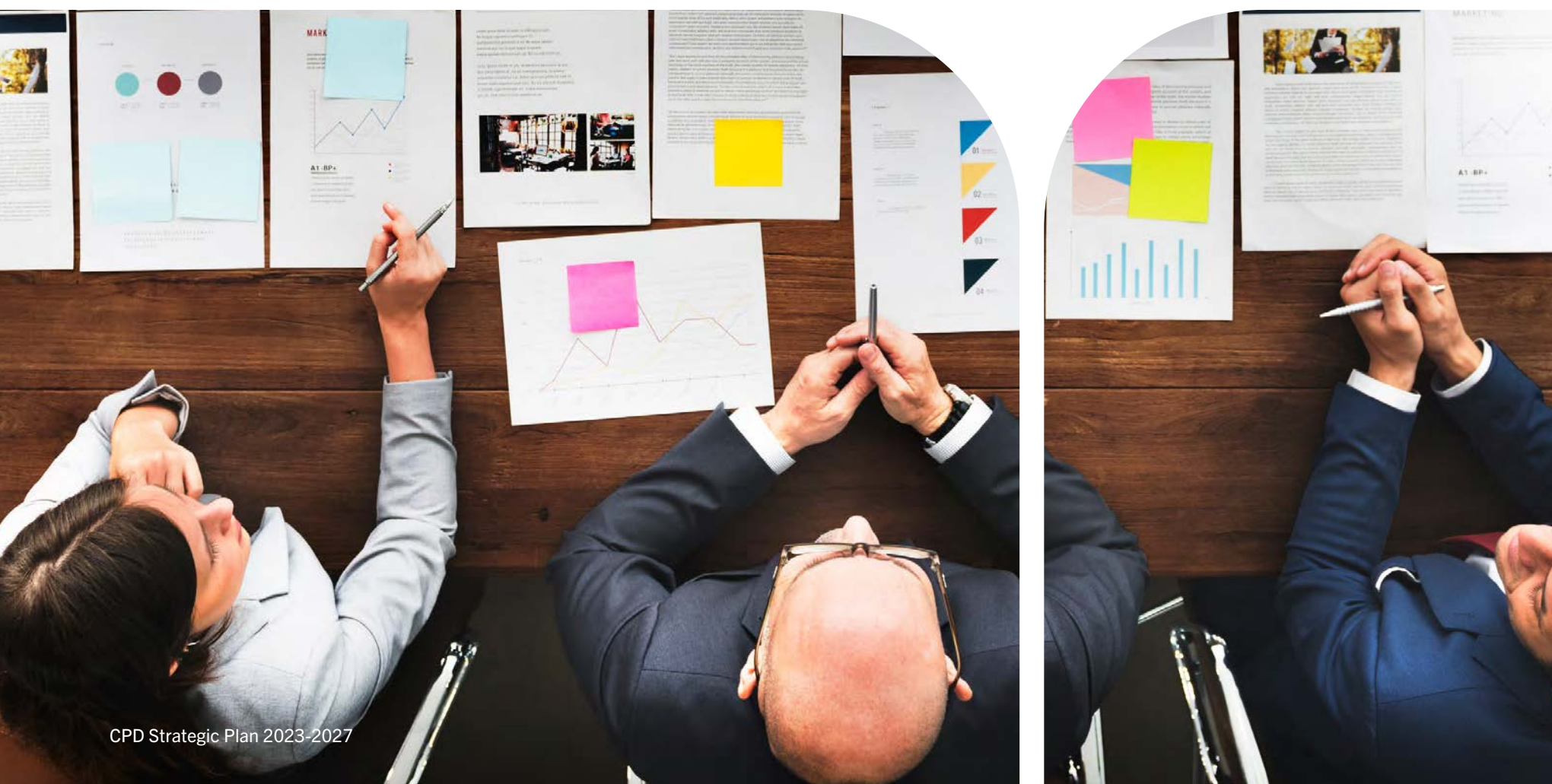




# DEVELOPING THE STRATEGIC PLAN

Our strategy was informed by:

- Active engagement of our CPD leaders and directors, and professional service staff to evaluate our strategic priorities and gain insights into the needs of our communities.
- Invitation to the broad CPD community to a Systems Renewal Symposium providing a platform for reflection and feedback. Dr. David Price delivered an insightful talk on implementation science models for aligning health professions education with health systems needs.
- Participation and collaboration with strategic planning of the Temerty Medical Education portfolio, ensuring alignment with the strategic priorities.
- Considerations of the recommendations of the Temerty Medicine Talent Working Group aiming to effectively represent their voice in our strategy.
- Establishment of a CPD Strategic Advisory Committee with diverse representation ensuring inclusivity across an interprofessional lens, clinical departments, CPD research and scholarship, educational technology, patient and client perspectives and business development.





# STRATEGIC PRIORITIES







# STRATEGIC PRIORITY A: Transformative Teaching, Learning, and Education Scholarship

## STRATEGIC INITIATIVE 1

### Prioritize effective, impactful, outcome-oriented and evidence-informed CPD practices across Temerty Medicine

1. Integrate diverse perspectives and CPD best practices including multimodal, longitudinal programming for better CPD outcomes
2. Utilize evidence-informed data and technology to advance digital and face-to-face teaching and learning
3. Leverage and promote CPD professional development programs to build CPD leadership capacity and create positive practice change to improve patient and community health care outcomes
4. Advance emergent practices in the integration of artificial intelligence in the CPD context
5. Promote accreditation as a pathway for development of high-quality programming for better healthcare outcomes

## STRATEGIC INITIATIVE 2

### Build capacity in CPD research and scholarship

1. Fund, incentivize and support diverse research teams to advance the science of CPD
2. Lead and support development of CPD scholarship locally and internationally
3. Embed principles of equity, diversity, accessibility and inclusion into scholarship
4. Collaborate and partner with internal and external organizations and people with lived and learned expertise to advance scholarship in CPD



# STRATEGIC PRIORITY B: Inclusive and Supportive Environments and Community

## STRATEGIC INITIATIVE 1

### Cultivate inclusive, diverse, equitable, accessible and culturally safe learning environments through program development and collaborative practices

1. Embed principles of equity, diversity, inclusion, indigeneity and accessibility into paradigms, culture, design and delivery of educational programming and accreditation practices
2. Partner with people with lived experience of health systems encounters to co-create inclusive and diverse programming
3. Explore opportunities to partner with internal and external organizations to provide diverse learning opportunities that address professional values, anti-oppression and anti-racism in health care
4. Develop responsive programming to address system and CPD faculty needs (e.g. embedding transformative teaching and learning practices, wellness, resilience and self-care, health humanities)

## STRATEGIC INITIATIVE 2

### Enable and promote the value of CPD leadership locally, nationally and internationally

#### Local: University of Toronto, Temerty Medicine

1. Lead community of practice amongst CPD leaders and directors within Temerty Faculty of Medicine
2. Invest in and value CPD as a career pathway, including through awards and academic promotion

#### National and International

3. Develop a framework for CPD leadership competencies and capabilities to promote CPD as a career pathway
4. Advocate for inclusive leadership by engaging with global partners







## STRATEGIC PRIORITY C: Collaborative Teams and Integrated Operations

### STRATEGIC INITIATIVE 1

#### Promote and support lifelong learning across the continuum of health professions education

1. Develop partnerships to create exceptional programs addressing current health care challenges
2. Create mentorship and coaching opportunities to address faculty well-being, promotion and advance clinical, educational, and research practices
3. Develop and support programming that addresses transitions in practice from entry to practice to retirement

### STRATEGIC INITIATIVE 2

#### Enable and support a harmonized approach to systems integration

1. Integrate CPD across the continuum of health professions education to break down silos and create new collaborations
2. Foster alignment with the disciplines of quality improvement, patient safety and knowledge mobilization to improve healthcare practices
3. Embed continuing interprofessional education and collaborative practices to support the delivery of effective team-based care

### STRATEGIC INITIATIVE 3

#### Establish, support and value opportunities for administrative/professional services staff

1. Establish an award for recognition of staff contributions to CPD and review opportunities to foster recognition and valuing of staff expertise in established awards
2. Enable and support network development and learning opportunities for staff
3. Facilitate opportunities for staff to collaborate on CPD research and development initiatives across the broader system





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