

Plenary Workshop: Optimizing Learning Environments for the Health Professions

Planning Worksheet

Refer to Tables A and B in the handout to identify a strategy that you could implement and connect it to the larger vision principle. Then, create an implementation plan using the worksheet below

Goal:

Strategy:

Vision Principle(s):

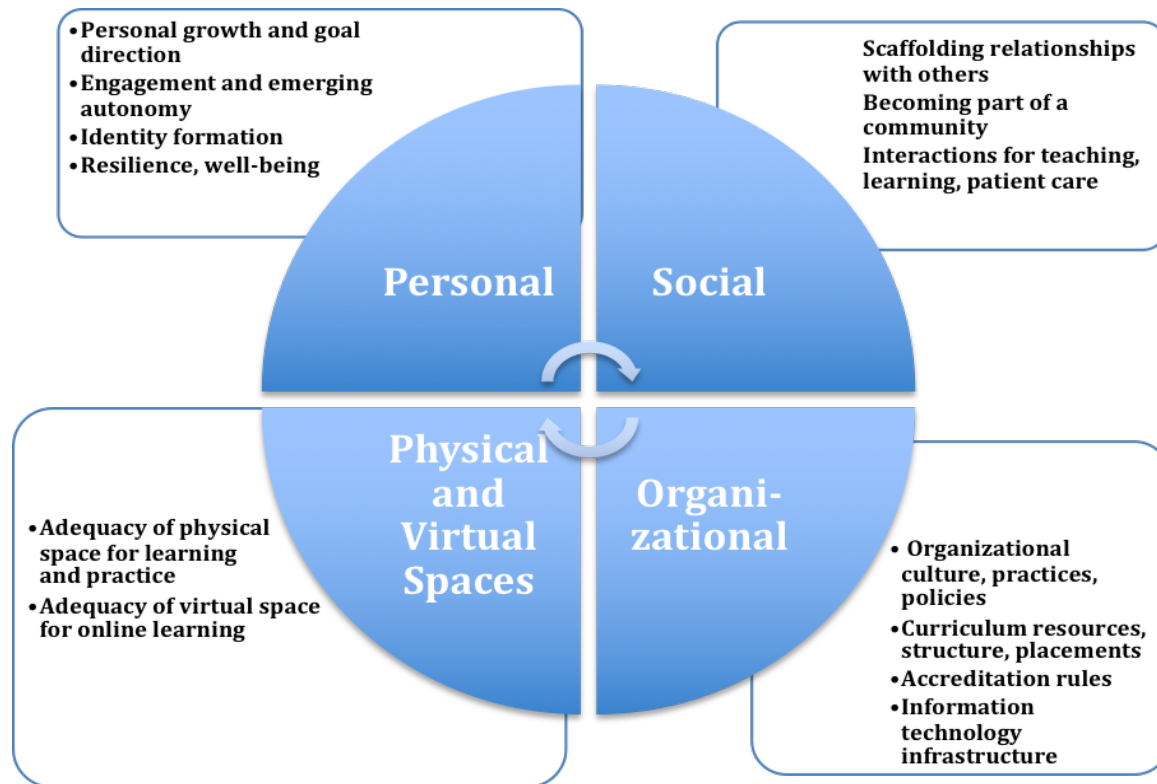
What makes you think this strategy will be successful in your context? Think about stakeholders, needs, gaps, affordances, barriers.

Implementation Plan

Steps/Tasks	People & Resources needed	Timeline
What steps are needed to accomplish your goal?	What do you need to complete each step towards the goal?	How much time do you need to complete each step?
1.		
2.		
3.		

Plenary Workshop: Optimizing Learning Environments for the Health Professions

Figure: Four components of the learning environment: personal, social, organizational, physical and virtual spaces.



**Adapted from Gruppen, Irby, Durning and Maggio: Improving the Learning Environment in the Health Professions: A Scoping Review. Prepared for the Josiah Macy Jr. Foundation, 2018*

Plenary Workshop: Optimizing Learning Environments for the Health Professions

Table A: Strategies to improve the learning environment*

Class of influence	Specific Recommendations
Accreditation Regulations	<ul style="list-style-type: none"> • Control of duty hours • Focus on well-being
Curricular Interventions	<ul style="list-style-type: none"> • Include content on well-being, adaptability, preparation for transitions, clarity of expectations and roles • Create continuity of experience
Faculty/Staff Development	<ul style="list-style-type: none"> • Conduct faculty/staff development workshops on learning climate, setting expectations, providing feedback, promoting well-being, serving as a positive role modeling, preparing for teamwork
Grading Practices	<ul style="list-style-type: none"> • Implement pass/fail grading system
Instructional Interventions	<ul style="list-style-type: none"> • Establish positive interpersonal relationships and welcoming environment • Create a community of peers and peer coaching/teaching programs • Offer adequate supervision and feedback • Ensure support in times of transition • Emphasize meaning in work • Support emerging autonomy • Communicate clear expectations for learning and performance • Utilize blended learning methods • Eliminate mistreatment and disrespect
Placements, Physical and Virtual Space	<ul style="list-style-type: none"> • Create longitudinal placements • Consider rural, community placements • Provide adequate physical space for learning and patient care • Offer adequate on-line learning resources and virtual learning spaces
Support Services	<ul style="list-style-type: none"> • Create coaching, mentoring, peer support programs to support personal well-being, adaptability and resilience

**Adapted from Gruppen, Irby, Durning and Maggio: Improving the Learning Environment in the Health Professions: A Scoping Review. Prepared for the Josiah Macy Jr. Foundation, 2018*



Plenary Workshop: Optimizing Learning Environments for the Health Professions

Table B Guiding principles for exemplary learning environments*

Guiding Principle	Example strategies
1. Healthcare and health professional education share a goal of improving health for individuals, populations and communities	<ul style="list-style-type: none"> • Alignment of structures of care and education, including leadership • Letting go of assumptions about what we need to learn and what learners can contribute • Engaging patients as active contributors to the learning environment
2. The exemplary learning environment is one in which learning is work and work is learning	<ul style="list-style-type: none"> • Alignment of work and learning • Intentional approach to learning to support development of reflective practitioners • Supporting personal development and growth to prevent burn out and support well-being
3. Exemplary learning environments recognize that collaboration with integration of diverse perspectives is essential for success.	<ul style="list-style-type: none"> • Creating opportunities for collaborative practice and learning • Deliberate inclusion of diverse members of the learning environment in all teams and groups
4. The organizations and agents in the learning environments learn from and about themselves, and the greater system they are part of, in order to achieve continuous improvement and innovation.	<ul style="list-style-type: none"> • Collecting data on individuals and teams, on learning environments and on institutional outcomes to drive continuous improvement • Promoting master-adaptive learning: adaptive process of learning relevant to practice that involves purposeful planning based on assessment, feedback and reflection • Fostering habits of improvement and inquiry

**Adapted from van Schaik, Reeves and Headrick: Toward Exemplary Learning Environments for the Health Professions.. Prepared for the Josiah Macy Jr. Foundation, 2018*

