

Program Operations – Educational Experience (Part 2)

May 2023

This document highlights some of the key operational process improvements made to the PHPM program over the last two years and illustrates some features of the newly redesigned program.

Resident Wellness Committee

Over the past academic year, the Resident Wellness Committee has been allocated extra operational support to strengthen the development of the committee and its processes.

- Committee membership has been strengthened to include two Faculty Leads (Dr. Olivia Sampson and Dr. Sue Pollock) who provide confidential wellness support and meet one-on-one with each resident twice per year
- A Wellness Syllabus has been created to outline wellness policies and annual wellness activities that the committee is responsible for overseeing, with support from program administration. For example:
 - 4 Academic Half Days per year are now reserved for wellness activities
 - The Wellness Committee has full oversight and decision-making over an annual wellness budget
 - The committee oversees and supports the delivery of wellness activities as part of the annual summer resident retreat

Resident Pulse Checks: Safe Learning Environments

In Fall 2022, the program led focus groups (or “pulse checks”) with residents to solicit feedback on what faculty and sites can do to promote safe learning environments.

- Residents collaborated in small groups based on their recent rotation placements, then online focus groups were held with junior, senior and family medicine residents
- Based on feedback provide, the program drafted the attached Supervisor Expectations for Safe Learning Environments
 - This document compiles key findings from residents and illustrates concrete behaviours that support resident wellness and safety
 - The document is now part of faculty onboarding materials, and has been reviewed with each rotation site (see below)

Rotation Site-Specific CPD Sessions

In Fall 2022, the program led a series of site-specific CPD sessions with each of the 8 core rotation sites. All teaching faculty were required to attend.

- Session 1: WBAs and Coaching
 - This session introduced Workplace-Based Assessments and reviewed how they should be incorporated into regular teaching practice
 - The session also reviewed best practices for coaching in the moment and for providing feedback to residents in a safe, effective manner

- Session 2: Safe Learning Environments
 - This session introduced the “Supervisor Expectations for Safe Learning Environments” document
 - Teaching faculty were prompted to discuss the strengths of their rotation site and where they plan to focus attention to improve resident psychological safety