

The Hospital for Sick Children

Update at PGMEAC

February 28, 2025



Dr. Lennox Huang
CMO & VP Education, Medical &
Academic Affairs



Dr. Adelle Atkinson
Associate Chair Education –
Department of Paediatrics



Kelly McMillen
Executive Director, Learning
Institute

Agenda

- Campus Redevelopment - Project Horizon
- DoP Learning Environment
- Example of Learner integration into organizational priorities

Campus Redevelopment – Project Horizon

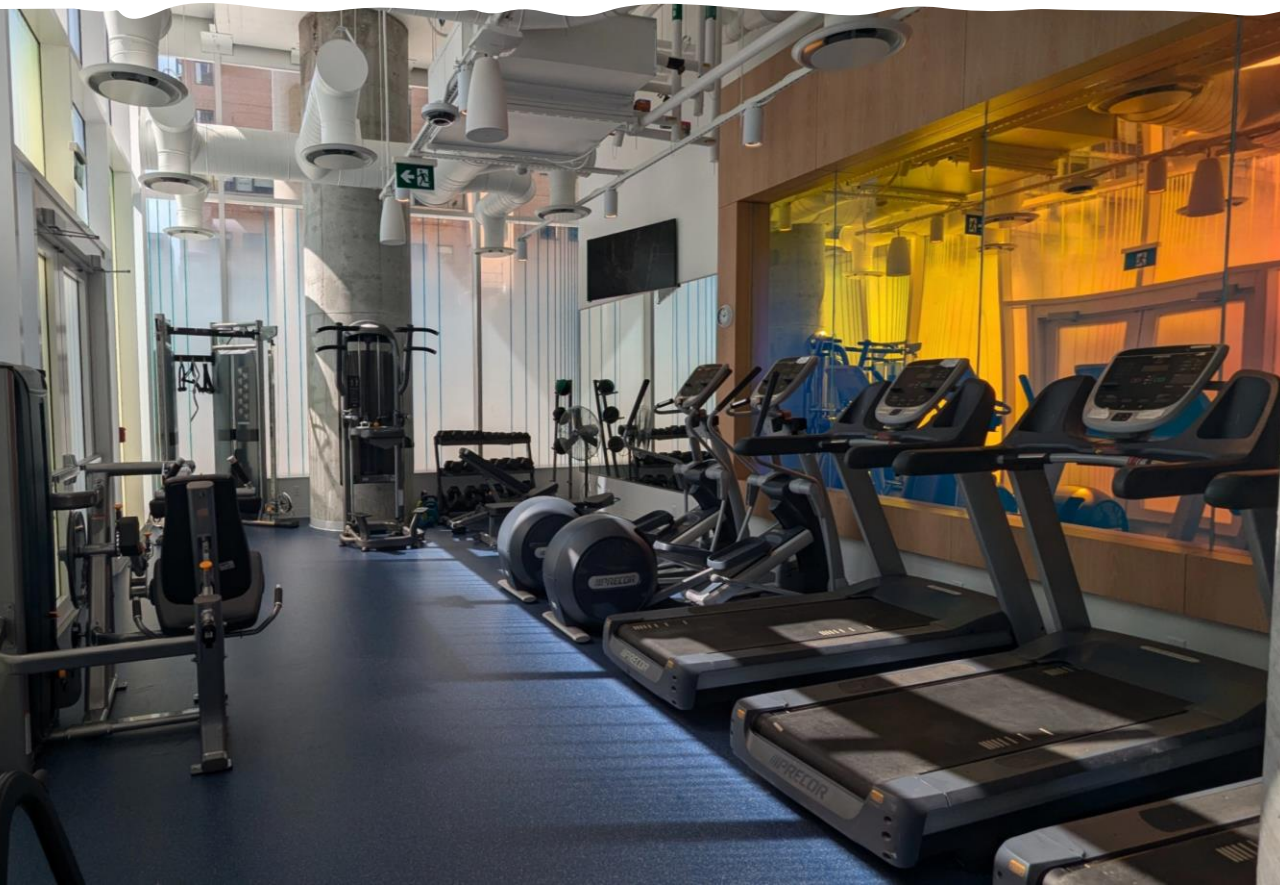
Learner Hub



Library & Learner Reserved Meeting Space



Wellness Centre & Bike Storage



DoP Learning Environment

A productive and healthy learning environment:

- enhances the capacity of learners to learn
- improves learner and faculty retention
- improves patient outcomes.



The Medical Learning Environment: the winds of change

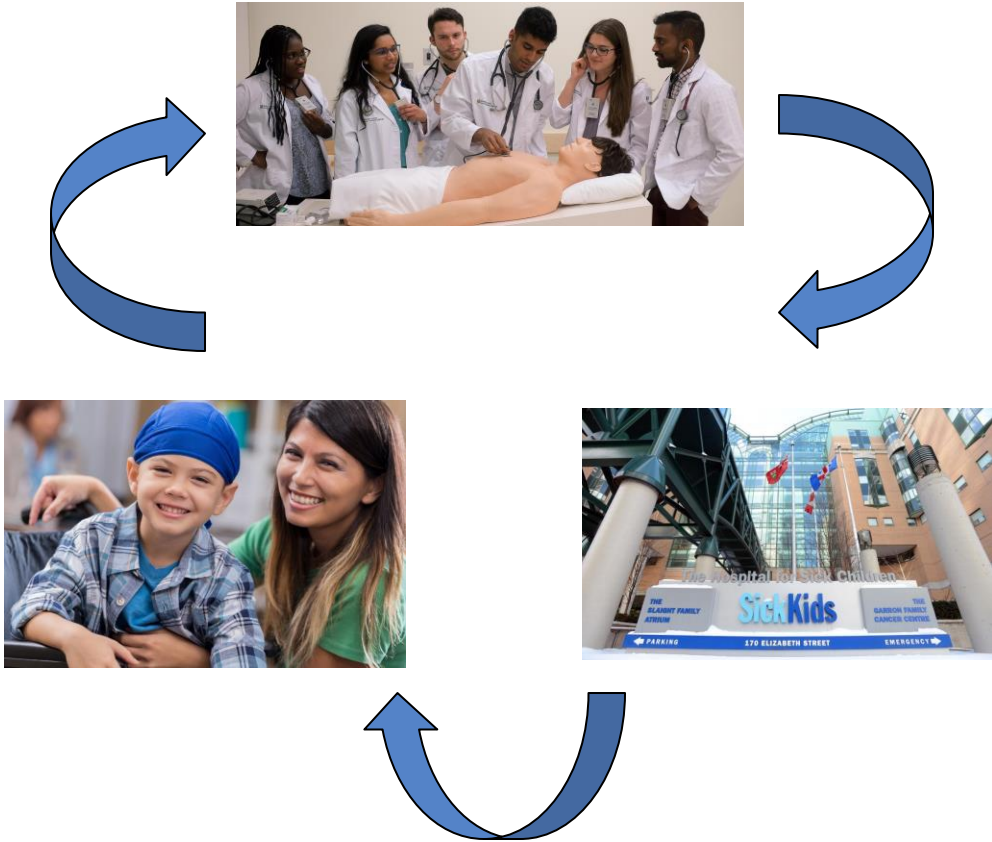
The Department of Paediatrics considers the well-being of our learners, faculty and staff to be of the utmost importance and is fully committed to doing everything possible to promote a highly supportive, safe, inclusive and respectful learning environment

STANDARD 9: There is continuous improvement of the learning sites to improve the educational experience, **ensuring the learning environment is appropriate, safe, and conducive to preparing residents for independent practice.**

Element 9.1: There is a **collaborative process to review and improve the quality** of the learning environment.

Collaborative Initiatives: Improving the Learning Environment

- Faculty of Medicine
- SickKids
- Department of Paediatrics



DoP – Learning Environment Committee



The LEC will identify and implement evidence based strategic initiatives in support of an optimal learning environment at SickKids Hospital and across all paediatric training sites in the DoP.



Draw on educational science



Outline long and short-term priorities



Broad representation – faculty and learners

Strategic Priorities for Year 1



Develop evidence-based, data driven, learner, faculty and staff supports for monitoring the Learning Environment



Develop guidelines and administrative pathways for identifying, reporting and addressing the learning environment concerns



Develop a database to analyze data



Share information with relevant parties



Network and collaborate with other groups outside the DoP including HSC, Temerty etc.



Cultivate a scholarly community

LEC process



Identification of Division to review

Regular LE review
Divisional 5 year review
issues identified
support for RC accreditation



Data from multiple sources curated into IT platform NVivo

POWER data
Voices surveys
MEDSIS data
Retreat Data
other miscellaneous data available



Data analyzed, coded and divided into themes

eg:
nature of the day to day working environment
intimidation and harassment
quality of teaching, opportunities to learn
relationships with other health care professionals



Report Generated

Reviewed with LEC
Feedback and recommendations made
report edited and finalized



Report shared with relevant parties

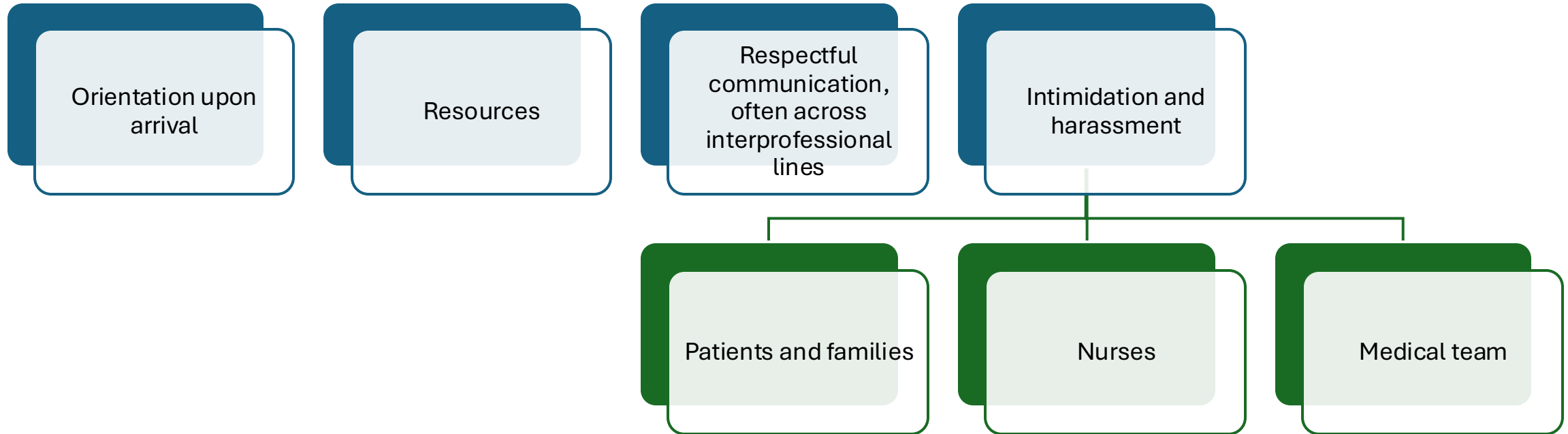
Chair if needed
Other Associate Chairs
Divisional Leadership



Action Plan developed with clear deliverables and supported by educational office

eg:
curriculum development
orientation implementation
allyship workshops
psychological safety training
social events

Work to date: signals across the DoP



DoP Subspecialty resident/fellow Orientation

Who do I contact if I have questions or concerns?



Your Chief Resident/Fellow



Program Director



Education Program Coordinator



Division Head



Ombudsperson



Mentor



Postgraduate Program Coordinator

Savannah Clancey (ext 428349)
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Business Operations Manager

Victoria Snell (ext 401680)
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U of T Postgraduate Wellness Office

(416) 946-3074
ola.reception@utoronto.ca

Faculty of Medicine Initiatives & Resources



Revised Professional Standards of
Professional Behaviour for Clinical Medical
Faculty (April 2020)



[University of Toronto Standards of
Professional Behaviour](#)



Director of Learner Experience (Dr. Reena
Pattani)

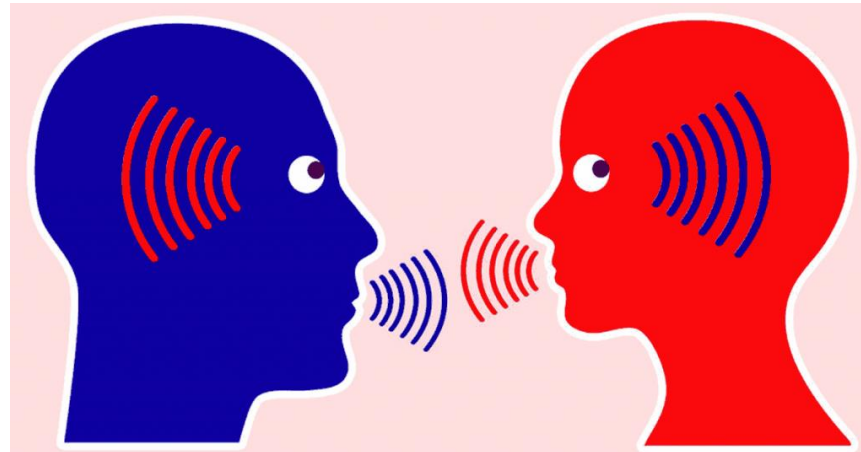


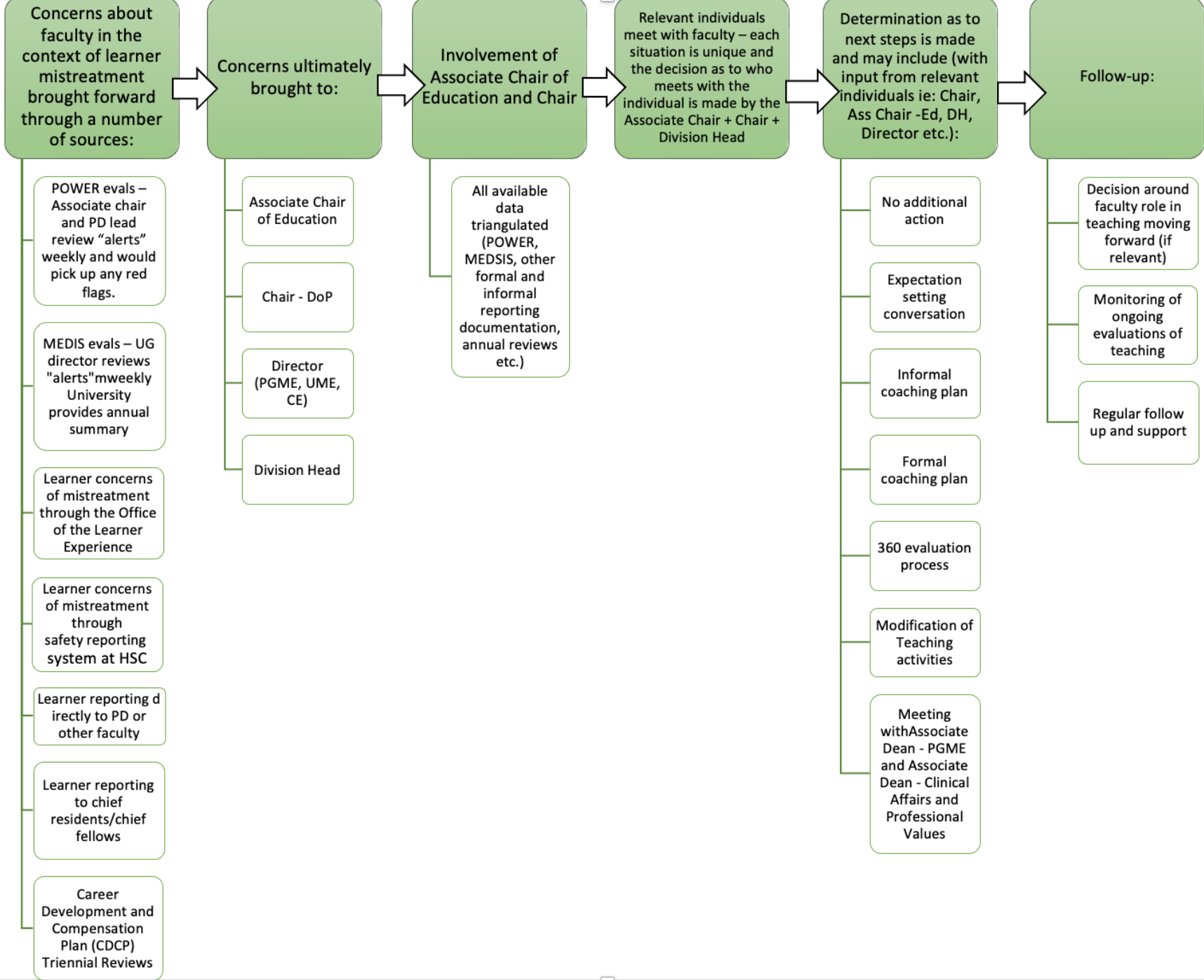
Associate Dean, Clinical Affairs &
Professional Values (Dr. Pier Bryden)



Office of Learner Affairs (Dr. Charlie
Guiang)

*We encourage all learners who witness
or experience inappropriate or unprofessional
behaviour or mistreatment to tell someone about
their concerns*





Example of Learner Integration into Organizational Priorities

Family Caregiver Behaviour Escalation Policy

- SickKids is committed to providing a safe work environment and ensuring that all staff have the support and resources available to them to assess and manage escalating situations, including harassment and/or violent behaviours.
- Built on TAHSNe work related to Learner Mistreatment
- SickKids created new Family Caregiver Behaviour Escalation Policy
 - At each level of escalation, the supports available for staff are outlined and specifically denotes what to do if the escalated behaviour involves a learner