



## 2017-2019 Strategic Plan

### **Mission Statement:**

The Association of Family Medicine Residency Directors inspires and empowers family medicine residency program directors to achieve excellence in family medicine residency training.

### **Strategic Goals/Outcomes/Objectives:**

#### **1. Professional Development & Education**

**Outcome:** *Implement education programs that enhance the professionalism and knowledge of program directors*

- 1.1 Form a Professional Development Task Force to conduct a needs assessment and make recommendations on what kind of NIPDD-type programs and faculty development opportunities are feasible to support program directors
- 1.2 Maintain excellence of AFMRD professional development programs for program directors, including NIPDD and PDW
- 1.3 Provide assistance and direction in the transition of osteopathic family medicine into ACGME through initiatives such as the Accreditation Navigation Course and resources designed for new and transitioning programs
- 1.4 Evaluate opportunities to conduct regional meetings and activities
- 1.5 Provide guidance and assistance for program directors to deal with burnout and wellness
- 1.6 Continue to seek increased involvement and recognition of AFMRD in the AAFP Program Directors Workshop (PDW)
- 1.7 Recognize Program Directors for leadership achievement, including Program Director Recognition Awards

#### **Measurements:**

- Professional Development Task Force recommendations presented to the board by the end of 2017 or sooner
- Implement pilot based on Professional Development Task Force recommendations by the end of 2018
- Number of members applying and participating in various education sessions (NIPDD, online, regional meetings/forums, Accreditation Navigation Course, etc.)
- Evaluation and ratings from professional development offerings, including NIPDD

## 2. Residency Program Quality Improvement

**Outcome:** *Provide programs and tools to help members increase the efficiency, effectiveness and quality of their residency programs*

- 2.1 Develop and maintain a robust toolbox for program directors
- 2.2 RPI Committee work to increase the effectiveness and participation in the Residency Performance Index (RPI) by determining how to reduce time required to participate, including software to conduct the survey
- 2.3 Residency Curriculum Resource (RCR) editors and management team utilize data from AFMRD member needs assessment to analyze, update and expand the RCR
- 2.4 Conduct the expanded salary survey with more detailed information and increased participation
- 2.5 Monitor the use of Entrustable Professional Activities (EPAs) in resident training
- 2.6 Encourage members to utilize resources available to engage in new models of family medicine practice and payment
- 2.7 Work with ABFM to develop methods for program directors to report resident STEP 2 CK exam scores to assist in predicting ABFM board scores

### **Measurements:**

- Number of toolbox items developed
- 90% of toolbox submissions be reviewed in three days or less
- Annual cleanup of the toolbox completed
- Number of communications or presentations to members on practice models or MACRA
- Development of a section in the Resource Center related to new models of practice
- Development of method for reporting STEP 2 CK exam scores
- Participation in and satisfaction of members with the RPI
- Completion of RCR content and increase in member satisfaction rate by August, 2018
- Production of salary survey
- Increase in the percentage of programs completing the salary survey

### 3. Advocacy and Collaboration

**Outcome:** *Provide input directly and through collaborative efforts on regulatory, legislative and health policy issues that impact family medicine residency programs*

- 3.1 AFMRD will be the voice of program directors in relationships with entities that impact family medicine, such as ACGME, RC-FM, ABFM, CMS, AAFP, etc.
- 3.2 Evaluate opportunities for GME reform
- 3.3 Advocate for and inform members about efforts by AFMRD on legislative and health policy issues impacting program directors, including new payment models
- 3.4 Collaborate with other organizations on health policy and academic issues, including FMAHealth, AAFP, Council of Academic Family Medicine (CAFM), Academic Family Medicine Advocacy Council (AFMAC), and maintain liaisons with external groups
- 3.5 Determine best utilization of Family Medicine Advocacy Summit Scholarships

**Measurements:**

- Number of FMAS scholarship applications and utilization
- Participation of AFMRD in collaborative efforts with FM organizations
- Evaluate data from CAFM Director of Government Relations (Hope Wittenberg) analysis of engagement by members in advocacy efforts

### 4. Communications

**Outcome:** *Pursue communication opportunities and information dissemination through the AFMRD website, discussion forum and publications*

- 4.1 Identify online special interest community opportunities and initiate a pilot project
- 4.2 Increase awareness of AFMRD, its programs and board activities through all communications and emerging media opportunities
- 4.3 Promote membership growth, retention and value
- 4.4 Continue to evaluate and improve electronic communications, including the discussion forum, website, development of a Resource Library, social media, etc.

**Measurements:**

- Membership survey evaluation of communications
- Utilize the member needs assessment to evaluate the increased awareness of AFMRD programs by members
- Maintain a goal of having 90% of all program directors be members of AFMRD
- Implementation of a special interest community online pilot project and participation in the community
- Membership growth and retention numbers
- Measure of website utilization
- Rating of AFMRD membership and program satisfaction in the member needs assessment
- Implementation and active involvement of a Membership Committee

## 5. Infrastructure

**Outcome:** *Provide the governance, staff and financial support necessary to effectively administer AFMRD*

- 5.1 Develop competency areas for elected positions and utilize them in the selection and/or election process
- 5.2 Implement changes to the nominating and election procedures
- 5.3 Implement committee and task force guidelines that include job descriptions and annual charges designed to reflect their role in implementing the strategic plan
- 5.4 Promote participation in governance by informing members of opportunities for volunteers
- 5.5 Implement an on-going board self-assessment program to improve efficiency and effectiveness
- 5.6 Maintain the effective and efficient staff structure through the Management Services Organizational Agreement with AAFP and an annual evaluation of the executive director and administrative services

**Measurement:**

- Utilization of competency criteria for identifying volunteers
- Completion of board self-assessment process
- Development of annual work plans by committees and task forces on their role in implementing the strategic plan
- Completion of MSO, executive director and administrative services annual evaluation
- The number of volunteer opportunities, volunteers applying and participating