Residency Redesign: Residency Learning Networks

A funding proposal/action plan

ABSTRACT

The strategies and deliverables within this proposal will support family medicine residency programs endeavoring to meet the ACGME Family Medicine recommendations to participate in learning collaboratives/networks. This is the second stage of work related to building capacity for and knowledge of learning networks, building on an STFM project, funded by the ABFM Foundation, that runs from January 2023 through October 2023.

BACKGROUND AND PURPOSE

The new ACGME Family Medicine Program Requirements encourage programs to participate in learning collaboratives/networks.

In December 2022, the ABFM Foundation awarded STFM a 10-month (January through October 2023) grant to inform and provide leadership for future development of residency learning networks. Specifically, the grant provided funding for STFM to:

1. Conduct a Summit to gather input on needs for residency learning networks and perspectives on various types of and structures of successful learning networks
2. Create an Action Plan for developing infrastructure for residency learning networks
3. Implement Residency Learning Network Leadership Training for faculty, PDs, and/or APDs who have an interest in leading Residency Learning Networks

These projects are completed or in progress.

PROJECT DESCRIPTION/ACTION PLAN

This new proposal is informed by the Summit and ongoing information gathering since that event. The strategies and deliverables within this proposal will support family medicine residency programs as they redesign their residencies to meet the new family medicine program requirements. The funding requested in this proposal is for a 15-month project to train and support leaders of residency learning networks.

From October 2023 – December 2024, STFM will:
- Educate and engage residency programs not currently participating in learning networks
- Provide infrastructure and support to new and/or transitioning residency learning networks
- Create online resources to support learning networks
- Develop leaders of residency learning networks

OBJECTIVES AND TACTICS

Objective: Help family medicine residency programs meet the recommendations in the new ACGME requirements to partner with other family medicine residency programs through learning networks to share resources to attain educational and community aims.

Tactics:
- Educate and engage residency programs not currently participating in learning networks:
  o Present a learning network innovation showcase at the 2024 STFM Annual Spring Conference (if accepted for presentation)
  o Present about learning network strategies at the 2024 AAFP Residency Leadership Sumit (if accepted for presentation)

- o Offer virtual and/or in person education through the Association of Family Medicine Administrators (AFMA)
- Provide infrastructure and support to new and/or transitioning residency learning networks:
  - o Provide staff support for development of up to eight residency learning networks. Staff will work one-on-one with leaders, on an as-requested basis, in a consultant-type structure, to finalize learning network governance structure, articulate goals and objectives, and develop communication strategies, and also train network administrative staff to create meeting agendas, coordinate meetings, take minutes, and organize network documents and data.
  - o Provide coaches for new and or transitioning residency learning networks. Coaches will offer expertise, on an as-requested basis, on network structure, data collection/management, agenda planning, and sustainability.
  - o Create a speaker's bureau with speakers that networks can call on to provide ad-hoc education to network participants
  - o Provide time and space for learning networks to gather at STFM conferences
- Create online resources to support learning networks:
  - o A step-by-step guide to running a residency learning network
  - o An easily editable directory of family medicine learning networks
  - o Workbook for documenting goals, objectives, evaluation strategies, and governance structures for different types of learning networks
- Develop leaders of residency learning networks:
  - o Create and convene a virtual network of learning network leaders. Following year 1, this network will be self-governed.
  - o Conduct a second round of in-person Residency Learning Network Leadership Training for faculty, PDs, and/or APDs who have an interest in leading Residency Learning Networks. Training will take place through:
    - A full day preconference workshop at the 2024 Conference on Practice and Quality Improvement
    - Attendance at the 2024 Conference on Practice and Quality Improvement, with attendance required at specific sessions that will contribute to effective leadership of learning collaboratives

    Those participating in the Residency Learning Networks Leadership Training will receive a certificate of completion and be acknowledged on the STFM website.

PROJECT EVALUATION

The funding requested in this proposal is for a 15-month project to help family medicine residency programs meet the recommendations in the new ACGME requirements to partner with other family medicine residency programs through learning networks.

A call for a member/team to conduct evaluation will be sent out. The selected evaluator will be expected to help form the evaluation plan, take the lead in survey development, be the principal investigator for the IRB, and lead the dissemination of results. Staff will assist with distribution of survey tools and review any papers prior to publication.

This project will be considered successful if:
- The tactics listed above are completed by December 31, 2024.
- At least 20 family medicine program directors or faculty complete leadership training at the 2024 Conference on Practice and Quality Improvement.
- At least 50 family medicine program directors, assistant/association directors, faculty, and/or coordinators attend presentations on learning networks.

- At least five learning networks utilize STFM staff and/or coaching support in 2024.
- Participants in the Residency Learning Networks Leadership Training experience improved confidence in their knowledge and skills to lead residency learning networks.
- Those who have received leadership training go on to lead residency learning networks.

Additional metrics may be identified by the evaluator.

PROJECT TIMELINE

August 2023 (pre-project)
- Submit abstract for presentation at 2024 Residency Leadership Summit
- Submit abstract for presentation at 2024 STFM Annual Spring Conference

September 2023 (pre-project)
- Call for applications for project evaluator

October 2023
- Call for applications for residency learning networks coaches

December 2023
- Launch online network for residency learning network leaders

January 2024
- Launch online resources to support learning networks
- Announce/launch staff support for residency learning networks
- Announce/launch coaching support for residency learning networks

March 2024
- Learning networks presentation at the AAFP Residency Leadership Summit
- Launch Learning Networks Speaker's Bureau
- Recruit/solidify faculty for Residency Learning Collaborative Leadership Training

April 2024
- Provide report to ABFM Foundation

May 2024
- Call for applications for Residency Learning Networks Leadership Training
- Learning Networks Showcase Innovation at the STFM Annual Spring Conference
- Provide time and space for learning networks to gather at the STFM Annual Spring Conference

June 2024
- Conduct virtual planning session with faculty for the Residency Learning Collaborative Leadership Training

July 2024
- Provide update to STFM Board of Directors

August 2024
- Conduct virtual planning session with faculty for the Residency Learning Collaborative Leadership Training

September 2024
- In-person Residency Learning Collaborative Leadership Training at the STFM Conference on Practice and Quality Improvement

October 2024
- Analyze results of leadership development training
- Provide report to ABFM Foundation

October - December 2024
- Evaluate and write up overall project results

SUSTAINABILITY

The intent of this work is to create a foundation of residency learning networks that will be self-sustaining. By the end of this project, 40 program directors/assistant program directors/faculty will have received immersive, in-person training to equip them with the skills they need to lead residency learning networks (through this grant and the previous grant). Future network leaders will gain knowledge and skills through participation in learning networks, advancement through the ranks of their network leadership, and collaboration with other network leaders in the STFM virtual network of learning network leaders.

During this project, coaches will help residency leaders build sustainable models for their work. STFM staff will help residency leaders with the administrative tasks involved in the launch of their networks and then train administrative staff within networks.

STFM will offer the speakers' bureau as long as networks are actively using it.

The online resources developed through this project, including templates, a guide to running a residency learning network, a directory of family medicine learning networks, and templates will be reviewed and updated periodically by STFM staff and STFM's Graduate Medical Education Committee.