

# SELECT Readiness: Assessing the Clinical Learning Environment of a Regional Branch Medical Campus

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# SELECT Readiness: Assessing the Clinical Learning Environment of a Regional Branch Medical Campus

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**Who We Are**

- Largest academic community hospital in PA
- Largest Level 1 Trauma Center in region
- Certified Stroke Center
- Employees – 11,500
- Medical Staff – 1,200+
- Nurses – 2,334
- Magnet Hospital
- 163,000 ED visits
- 68,602 admissions
- 981 acute care beds
- 3 hospital campuses
- Revenues over \$2 Billion

## Purpose:

In May 2013, third-year medical students in the University of South Florida's Morsani College of Medicine (USF) and Lehigh Valley Health Network's (LVHN) innovative Scholarly Excellence. Leadership Experiences. Collaborative Training. (SELECT) program will begin their

clinical training at LVHN in Allentown, PA. In anticipation of their arrival, LVHN identified the need to create a readiness plan that would promote an ideal learning experience for SELECT students and other learners. This is part of a longitudinal design to assess the medical education experience across all four years of medical school.

The purpose of the initiative is to create an optimal learning environment for medical students that emphasizes competence in emotional and social intelligence, patient-centered care, team-based care experiences, and student-centered learning. An assessment of the clinical care environment as an educational ecosystem will provide findings that will be used to develop a plan that supports the desired culture and environment.

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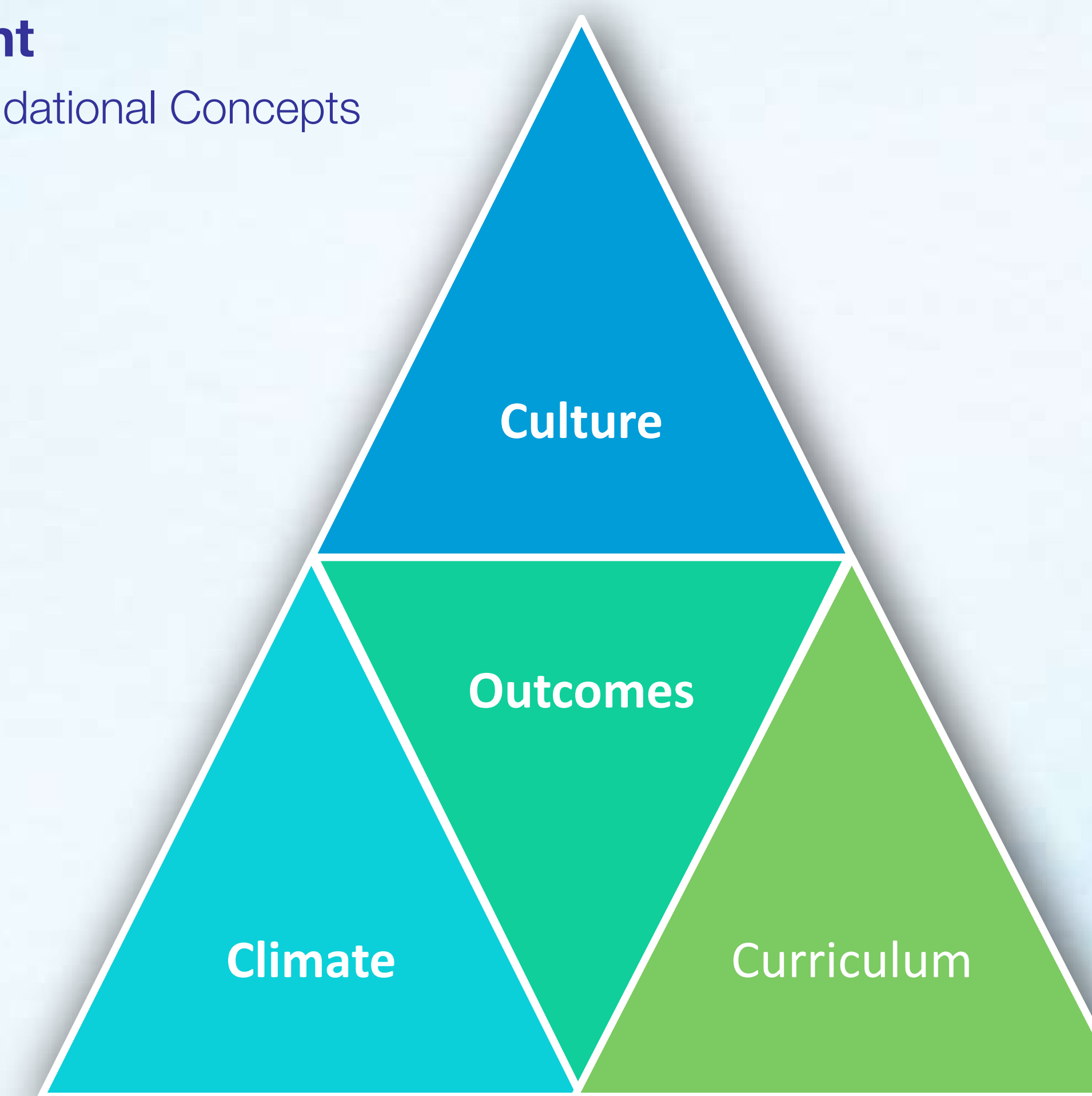
## Description:

In September 2011, LVHN launched a network-wide strategic initiative known as SELECT Readiness to assess the current state of our learning environment. The initiative builds on the strengths of LVHN and includes a focus on interprofessional teamwork, leadership development, values-based patient-centered care and the use of cutting edge technology. The work of the team is guided by a learning environment framework proposed by the American Medical Association for transforming medical education. In addition, the SELECT Readiness interprofessional team of stakeholders is responsible for assessing the learning environment and proposing recommendations that will optimize the institutional culture, educational climate, and address the hidden curriculum. These efforts will enhance the learning environment and ensure stronger alignment with the SELECT formal curriculum.



## Learning Environment

Relationships Among Foundational Concepts



American Medical Association. (2008). Initiative to Transform Medical Education: Strategies for transforming the medical education learning environment. Phase 3: Program implementation. Final report of the December, 2008 working conference. Retrieved from <http://www.ama-assn.org/resources/doc/council-on-med-ed/learning-environment-report.pdf>

## Transferability:

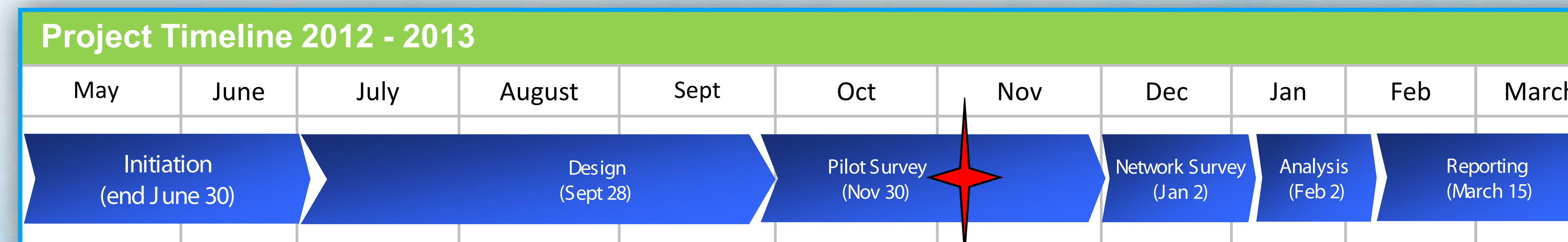
The project's structure, approach to interprofessional teamwork, use of a conceptual model for transforming medical education, and review of literature are all potentially transferable to other regional branch campuses or new clinical sites that seek to optimize medical student learning.

## Lessons Learned:

A formal structure and processes that support strategic planning and readiness principles were implemented and guided the planning of the project. Clearly defining the project scope, roles, and timeline early in the process has facilitated subsequent work. In addition, creating buy-in with stakeholders at all levels of the organization is essential. A 26 member SELECT Readiness interdisciplinary project team was developed to include advanced practice clinicians, nurses, physicians, administrators, staff, and clerkship directors. The team is supported by senior-level executive sponsors, project leaders, project manager, project coordinator, health scientists and data analysts, marketing/public relations specialist and organizational development consultants. The collective wisdom of the project team has been invaluable.

## Outcomes and Next Steps:

The goal of the first phase of this initiative is to assess the current state of the learning environment, identify the future state, and develop recommendations that will utilize the strengths of LVHN to promote the optimal learning experience for SELECT students and other learners. The target date for completion of the learning environment assessment and presentation of recommendations is March 2013. The second phase of the initiative will include the implementation and evaluation of the proposed recommendations.



**SELECT READINESS PHASE I:**  
Assessment and Recommendation Project Structure

**EXECUTIVE SPONSORSHIP**

- Chief Medical Officer
- Sr. Vice President, Patient Care Services

**PROJECT LEADERSHIP**

- Chief, Division of Education/SELECT Associate Dean
- Vice Chair, Department of Psychiatry

**SELECT READINESS TEAM**

- Administrator, Lehigh Valley Physician Group
- Professional Development Coach, Surgery Attending
- APC President, Medicine Physician Assistant
- Vice Chair of Education, Pediatrics Attending
- SELECT Doctoring Faculty, OB/GYN Attending
- Administrator, Patient Care Services, LVHN Cedar Crest Nursing
- Administrator, Patient Care Services, LVHN Cedar Crest Nursing
- Clerkship Director, Family Medicine Attending
- Professional Development Coach, Medicine Attending
- Administrator, Care Continuum
- Medical Staff President, Family Medicine Attending
- Director, Library Services
- Administrator, Community Health/Health Studies
- Administrator, Patient Care Services, LVHN Cedar Crest Nursing
- Administrator, Patient Care Services, LVHN Muhlenberg Nursing

**RESOURCE TEAM**

- Health Scientist
- Project Manager
- Project Coordinator
- Librarian
- Organization Development Consultant
- Marketing/Public Relations Specialist
- Medical Education Director
- Data Analyst

