SELECT Readiness: Lessons Learned in Assessing the Clinical Learning Environment of a Regional Branch Medical Campus

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In 2013, Lehigh Valley Health Network (LVHN) launched a network-wide strategic initiative known as SELECT 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, and patient-centered care. The work of the team is guided by a learning environment framework proposed by the American Medical Association for transforming medical education.

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 SELECT (Scholarly Education Learning Clinical Team) 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, and ensure stronger alignment with the SELECT formal curriculum.

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A SELECT Readiness team of inter-professional stakeholders was formed to assess the current state of our learning environment. The goal of these efforts is to capitalize upon the strengths of LVHN, provide the optimal learning experience for SELECT students and other learners, and ensure stronger alignment with the SELECT formal curriculum. 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, and patient-centered care. The work of the team is guided by a learning environment framework proposed by the American Medical Association for transforming medical education.

The goal of Phase 1 for this initiative was to assess the current state of the learning environment, identify the future state, and recommend countermeasures to address identified gaps and enhance the learning environment.

The learning environment survey was completed, the network was surveyed, and recommendations were presented in March 2013.

The project illuminated best practices for future efforts to create and distribute a home-grown survey to an audience of over 11,000, and for effectively analyzing and disseminating results.

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**Lessons Learned:**

- Formal project structure and processes, strategic planning, and readiness principles
- Clearly defined project scope, roles, and timeline
- Interdisciplinary buy-in at all levels of the organization
- Expertise from organizational development, library, health studies, and research

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**Outcomes and Next Steps:**

- The goal of Phase 1 for this initiative was to assess the current state of the learning environment, identify the future state, and recommend countermeasures to address identified gaps and enhance the learning environment.
- The learning environment survey was completed, the network was surveyed, and recommendations were presented in March 2013.
- The goal of Phase 2 of the initiative is to implement and monitor survey recommendations and then reassess the learning environment for further change.