



CFPC Board of Directors Highlights

January 2022

This document connects the Board's work to the [Strategic Plan](#)'s three focused goals, and where it relates to the College's ongoing work.

Goal 1

Advancing Family Medicine

Outcomes of Training Project (OTP) report and recommendations

- See the recently published (January 26, 2022) [Outcomes of Training Project report and recommendations](#).
 - We are presently producing competent family physicians that meet the CFPC's high standards of certification. Maintaining those high standards requires periodic review and reflection such as has occurred in the OTP. We want to keep pace with societal needs and changes and to prepare future family physicians with broad scopes of practice and the confidence and ability to adapt to evolving community needs. Increasing the length of family medicine residency training to three years (from the current two years) enables residency training programs to expand and enhance the curriculum guided by the [Residency Training Profile](#) and to strengthen preparedness for comprehensive, top of scope practice.
 - A transformation of family medicine postgraduate education is a key ingredient to enhance access and quality care for the people of Canada.
 - The Education Taskforce will focus on what an enhanced, extended curriculum should look like and specific targets for when and where three-year residency training programs are expected to be established. It will address feasibility,

communication, education design, and change management and will involve family medicine residency training program leadership and others in co-design.

- Changes to the CFPC's residency accreditation or certification standards reflecting these new requirements will not take effect until 2027 to allow for a five-year change/planning process. There is also a heightened awareness of the need for a gradual transition, such that no major gaps in the number of family medicine graduates are encountered in any given year.
- Alignment with Strategic Plan Action 1A.

Improved patient access to care and physician well-being

- The Board and senior management held a generative discussion about advocating, in partnership with Chapters, for the adoption of the [Patient's Medical Home](#) (PMH) as the optimal vision for the delivery of primary/community care, both in person and virtually, and for the recruitment and retention of learners in family medicine.
- Although medical education and health system function are often addressed separately, there was rich discussion about the opportunities in evolving both to improve patient access to comprehensive care close to home. More to come.
- Alignment with Strategic Plan Actions 1A, 1D, 1E.

Goal 2 One Unified Voice

Focusing on CFPC members' needs

The Board discussed the importance of the CFPC brand and marketing activities. It was agreed that future campaigns will be designed to be inclusive of members, support the CFPC's values, and balance support of member needs with the ongoing evolution of family medicine.

Anti-racism and anti-oppression

Aligned with Strategic Plan Objective 5, Action 5B: Contribute to equitable health outcomes and challenge systemic racism – Develop an action plan to engage racialized leadership and work together to address systemic racism where the CFPC has responsibility and influence.

The Board approved the recommendations of the Nominating Committee for our call for applications for the 2022 Board elections. The importance of inclusivity and diversity of members and their scopes of practice in considering candidacies was highlighted. We will seek

applications that are deliberately pro equity, diversity, inclusivity, and anti-oppression. Our processes for recruiting, reviewing applications, and conducting interviews will address unconscious biases and be open to member views that may not be traditional in order to be more inclusive of all who meet the skills and fiduciary responsibility requirements. The [call for applications](#) details will be announced by early February 2022.

Good progress recently with the hiring of an experienced consultant to lead the planning and consultation in developing an Anti-Oppression Charter addressing the CFPC's roles as a membership organization, a standard setter, and an employer.

Ongoing CFPC Work

Board continuing professional development

Board Directors and senior management engaged in professional development relevant to governance and communications, social media specifically. Greater opportunities exist to share CFPC's successes and engage with members on social media. This will be pursued.

Strategic Plan: Monitoring progress

The Board and senior management engage regularly in monitoring the execution of the Strategic Plan. The 20 Actions are tracked based on status (green = on track, will complete as planned, yellow = planned delivery at risk, red = will miss planned delivery) and a percent (%) complete (best estimate of the trajectory of the Action determined by the Executive Director lead). The best estimate of progress on an Action considers both pieces of information.

Good progress and much work happening on our 20 Actions.

Updates on Strategic Actions 1A and 1E are found above under Goal 1; for Action 5B, see 'Anti-racism and anti-oppression' above under Goal 2.

National Committee on Continuing Professional Development (NCCPD): Succession planning

The Board considered recommendations related to the succession planning for the NCCPD. Dr. Lennie Lalla transitioned from CFPC member and volunteer Chair of the NCCPD to join the CFPC staff as Director, CPD, in November 2021. Thanks to Lennie for her many contributions and commitment to the CFPC as a volunteer and we are excited to have her join the CFPC staff team.

The Board approved a Chair succession model for the NCCPD with a 1.5-year Chair-Elect term, followed by a three-year Chair term, followed by a 1.5-year Past Chair term, effective April 2022.

The Board approved Dr. Leslie Griffin of Bedford, Nova Scotia, as Chair of the National Committee on Continuing Professional Development effective April 2022.

Monitoring executive expectations

Executive expectations are established by the Board. They describe the various functions of the organization and the shared responsibilities of the CEO and Executive Directors. The CEO reports on these functions to the Board annually. The Board and Senior Management discussed progress in January 2022.

Follow-up includes updating the Executive Expectations Policy for Board approval, focusing on:

- Enhancing the content related to being a member-based organization, including a more proactive approach to communicating
- Including the work of the Programs and Practice Support Department – Knowledge Experts and Tools, CFPCLearn, etc., in the objectives related to development of standards
- Describing asset protection

Quality improvement

[The Guide to Integrating Quality Improvement Into Family Medicine Residency Programs](#) was released.

The Guide is part of CFPC’s Strategic Plan Action 3B: Enhance the contribution of family medicine to health services planning, informed by data and evidence – Support family physicians to integrate quality improvement in their practice through residency training experiences and access to high-quality CPD including those offered through the Practice Improvement Initiative.

Board of Directors monitoring specific priorities in all that we do

At each Board meeting, Board Directors monitor three priority lenses in relation to its discussions and decisions: membership, social accountability, and anti-racism. What began as a process is evolving to values/philosophies.

Updating resources for members – Rourke Baby Record

The CFPC and the Rourke Baby Record (RBR) Team formalized our long-standing relationship through a mutually beneficial, adaptable, and responsive framework. The RBR has been validated and become the standard in Canada to inform and track health and development in children from one week to five years of age. It fits with CFPC's emphasis on guidelines developed by family physicians for family physicians. It emphasizes collaboration between family medicine and pediatrics disciplines and encourages team-based care. It provides rapid incorporation of critical research-generated knowledge into clinical practice. The relationship began prior to 1985. The CFPC has formally reviewed and endorsed the RBR since 2000. This relationship has been formalized through a Memorandum of Affiliation until 2025.

Spotlighting the work of CFPC's Professional Development and Practice Support (PDPS) Division

In January the Board and the PDPS staff leadership met and focused on:

- Knowledge Experts and Tools (KET)
- Member Interest Groups Section (MIGS)
- Self Learning™
- Continuing Professional Development (CPD)
- Committee on Accreditation of Continuing Medical Education (CACME) audit process
- Professional Learning Plan (PLP)
- Mainpro+® Standards Working Group work on reviewing the Mainpro+ participation standards and recommending improvements
- Revisions to the National Standard for Support of Accredited CPD activities
- Work of the National Committee on Continuing Professional Development (NCCPD)
- Certification of Medical Regulatory Authorities' quality assurance and quality improvement activities

Please contact us at bbouchard@cfpc.ca, flemire@cfpc.ca, or Sarah Scott, Director of Governance and Strategic Planning, at sscott@cfpc.ca, if you have questions.

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