



teach &
transform

2020-2024 Strategic Plan

MISSION:

Advancing Family Medicine to Improve Health Through a Community of Teachers and Scholars

VISION:

To Become the Indispensable Academic Home for Every Family Medicine Educator

TAGLINE:

Teach & Transform

VALUES:

Diversity, Integrity, Relationships, Openness, Nurturing, Excellence

Assumptions:

A number of assumptions about key areas of importance to STFM are woven into the plan. As a result, there is not a separate goal or objective for these areas, but they will be incorporated as part of every applicable activity. These assumptions include: **Diversity, URM definition, Strong Infrastructure, Innovation, Collaborations, Communications, Technology, Support for the STFM Foundation, and BIPOC definition: Black, Indigenous, and other People of Color**



Professional and Leadership Development

STFM will be the leader in training, leadership development, and creation of knowledge that improves family medicine education and teaching.

- Provide family medicine faculty with the skills needed to train students, residents, and health care teams to achieve better health, quality care, value, and improved work life of clinicians and staff
- Develop STFM members and their learners into solutions-focused, adaptable leaders within and across our healthcare systems
- Develop the family medicine education workforce to meet the unique needs of communities, especially in rural settings and in community health center
- Enhance the knowledge and skills of family medicine faculty and learners in bestowed power and intercultural humility, so they may effectively serve as allies to BIPOC peers and trainees



Workforce Recruitment and Retention

STFM will inspire individuals to become exemplary, fulfilled, and compassionate family medicine teachers.

- Transform family medicine training sites for students and residents into clinical and teaching models of excellence
- Increase the number of family medicine faculty to address the broader goals of the 25 x 2030 collaboration
- Promote well-being at the personal and system level



Scholarship

STFM will enhance the capacity and quality of family medicine scholarship.

- Promote adoption of best practices of educational scholarship
- Build the educational scholarship capacity within the discipline
- Build the quality improvement capacity within the discipline
- Partner with health care systems to better support medical education scholarship in training programs



Antiracism and Health Equity

STFM will drive antiracism initiatives and the health equity of communities through medical education.

- Engage in partnerships to contribute to the health equity of communities through medical education
- Increase the skill set of family medicine faculty related to health equity
- Increase the diversity of family medicine faculty and the diversity of learners interested in teaching
- Model antiracism and provide support to STFM members in their efforts to transform family medicine educators, learners, and their institutions to be more antiracist.



Advocacy

STFM will champion family medicine education, research, and workforce recruitment and retention.

- Develop and communicate the business case for family medical education, including the financial and patient impact
- Advocate for the teaching and practice of comprehensive family medicine
- Teach advocacy skills to family medicine educators and learners
- Lead and support the Academic Family Medicine Advocacy Committee and its legislative priorities, including identifying new strategies to mobilize STFM members to be advocates for our academic issues