
UCRH EDUCATION STRATEGIC PLAN 2015-2020

OUR VISION

The University Centre for Rural Health contributes to the health and wellbeing of the communities of rural Australia through a program of education and research that is innovative and strives for excellence.

OUR VALUES

The purpose of values is to guide planning and decision making. The UCRH education team will be value driven, with decision making in management and program implementation reflecting these stated values.

Equity

We strive to provide people of all walks and circumstance with the opportunity and means to reach their potential.

Inspiration

We serve as role models, seeking to bring out the best in our students and peers through commitment and passion, encouraging courage and responsibility as transformative leaders in our community.

Compassion

Empathy is demonstrated in our care for each other and is imparted to our students, such that they will show understanding at all times for themselves, their peers and their patients.

Innovation

Each opportunity is met with an eye of curiosity and underpinned by contemporary thinking, where reflection brings forth fresh approaches.

Excellence

All work and effort is based upon best practice and strives to achieve the highest standards.

Respect

The dignity of human endeavour is acknowledged and reflected in all our interactions.

GOALS, OBJECTIVES AND STRATEGIES

1. **STUDENT DEVELOPMENT:** OUR STUDENTS ARE EQUIPPED WITH THE SKILLS, KNOWLEDGE AND VALUES TO CONTRIBUTE TO THE HEALTH AND WELLBEING OF INDIVIDUALS, FAMILIES AND COMMUNITIES
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1.1 Students have access to high quality curriculum that reflects best practice

- 1.1.1 Curriculum is designed to cover a broad range of skills and understandings: clinical, health system, social and emotional, cultural, and professionalism.
- 1.1.2 Curriculum design is contemporary and innovative, structured upon evidence-based practice, patient-centred care, holistic and preventive approaches and international experience.
- 1.1.3 North Coast Medical Education Collaboration (NCMEC) schools' curricula are harmonised into a common program.
- 1.1.4 UCRH is active in curriculum development for each of the programs of the NCMEC.
- 1.1.5 Inter-professional approach is central to program design.
- 1.1.6 Education programs are regularly reviewed and updated.

1.2 Students have access to high quality teaching

- 1.2.1 UCRH employs and resources high quality educators.
- 1.2.2 UCRH nurtures preceptors to ensure ongoing diverse and high quality educational placements.
- 1.2.3 Training, development and evaluation is available for educators.
- 1.2.4 Clinical educators maintain clinical responsibilities that enhance their leadership roles.
- 1.2.5 Teaching and learning modalities reflect contemporary understandings of effective pedagogy.

1.3 An ethical and professional approach to healthcare is central to student experience

- 1.3.1 Faculty and programming reflect the UCRH values of inspiration, compassion, equity, innovation, excellence and respect.
- 1.3.2 Rural health and the wellbeing of the Aboriginal community are core learning domains.
- 1.3.3 Service based learning in the community is embedded as an approach of the student experience.
- 1.3.4 Students have the opportunity to participate in a broader humanities curriculum.
- 1.3.5 Students are provided with opportunities for self-care and reflection.
- 1.3.6 Students have opportunities to participate in health facilities that service small communities.

1.4 Students' receive effective administrative, personal and professional support

- 1.4.1 Administrative support for the student is maintained at a level of excellence.
- 1.4.2 Personal support is provided to students within a framework of holistic professional development.

- 1.4.3 The student program includes opportunities to socialise and participate in community activities.
- 1.4.4 High quality facilities, technology and infrastructure support student experience.
- 1.4.5 An expanded sense of collegiality and ongoing support for UCRH graduates is developed.

2. **HEALTH WORKFORCE DEVELOPMENT:** UCRH CONTRIBUTES TO HEALTH WORKFORCE DEVELOPMENT AND CONTINUING PROFESSIONAL EDUCATION IN RURAL AND REMOTE AUSTRALIA

2.1 UCRH offers educational opportunities for prospective and early career health professionals

- 2.1.1 UCRH promotes careers in the health sector within the local community, including schools and Indigenous community.
- 2.1.2 Vertical integration of learning opportunities between students, early career clinicians and senior clinicians.
- 2.1.3 UCRH advocates for and supports the development of accredited units of study for post-graduate professionals.

2.2 UCRH offers continuing professional education programs

- 2.2.1 A continuing education program across all sectors of health is developed and implemented in consultation with relevant partners.
- 2.2.2 Technology and facilities enable educational opportunities to rural and remote practitioners.
- 2.2.3 Partnerships with vocational training providers and specialist colleges are developed to support clinician education.

3. **RESEARCH AND EVALUATION:** UCRH UNDERTAKES TARGETED RESEARCH AND EVALUATION ACTIVITIES THAT ENHANCE RURAL HEALTH EDUCATION, SERVICES AND OUTCOMES

3.1 The education team develops and supports a relevant research agenda

- 3.1.1 Student research is supported.
- 3.1.2 Staff research capacity is developed through collaboration with UCRH Research Team.
- 3.1.3 Opportunities to develop the research capacity of clinicians are explored.
- 3.1.4 Staff and faculty are engaged and/or partnered with clinical and health sector development programs.
- 3.1.5 Staff are encouraged to share knowledge through publications, conference papers and informal forums.

3.2 Programs and activities are evaluated and outcomes shared

- 3.2.1 The collaboration and governance elements of the education program are evaluated and shared.
- 3.2.2 Innovative programs undertaken by UCRH are evaluated.
- 3.2.3 Education modalities and approaches are considered and measured for their benefit.
- 3.2.4 The work of the UCRH is shared in education forums.
- 3.2.5 Student and program outcomes inform the development of future education program and curriculum development.

4. **EDUCATION TEAM DEVELOPMENT:** A SKILLED AND MOTIVATED TEAM THAT OPERATES FROM
A VALUES BASE

4.1 A culture of continuous improvement through reflection and innovation

- 4.1.1 All employees complete an annual professional development plan that reflects their immediate training needs and career aspirations.
- 4.1.2 Regular opportunities for education, empowerment and inspiration of the workforce as a team.
- 4.1.3 A culture of innovation and reflection is promoted.

4.2 A strong team and a positive work environment

- 4.2.1 All staff understand and value the roles and processes of others across the UCRH.
- 4.2.2 UCRH values are promoted and applied to daily activities.
- 4.2.3 Open communication and shared understanding is promoted through regular inter- and intra- departmental communication.
- 4.2.4 Staff across all sites work together with a unified and common purpose.
- 4.2.5 Staff have access to flexible working arrangements as appropriate.

5. **COMMUNITY ENGAGEMENT:** UCRH ENGAGES EFFECTIVELY WITH OUR COMMUNITY TO
PROMOTE POSITIVE HEALTH OUTCOMES AND EQUITY

5.1 The education team develops a community engagement strategy to provide benefit for students and

- 5.1.1 A community engagement strategy is developed and implemented that provides benefit for students and the local community.

5.2 UCRH Education develops a prominent and positive community profile

- 5.2.1 A strategy is developed and implemented to build the profile of UCRH in the community.