

WSU Workshop - Optimizing Learning Environments: Creating Vision and Actionable Plans - Worksheet

1. Vision: Formulate a vision for your setting

- a. What does your exemplary learning environment look like?

- b. What is the biggest obstacle or unaddressed need that stands in the way of that vision?

2. Approach: Work towards the vision.

- a. What goal do you want to work towards?

- b. Which quadrant in the Learning Environment Framework is the primary target in this work? (See Figure 1)

- c. What other quadrants do you need to address?

- d. Which strategy will you use (see Table 1)?

- e. How will this strategy be successful in your setting? (Think about stakeholders, needs, gaps, affordances, barriers in your setting.)

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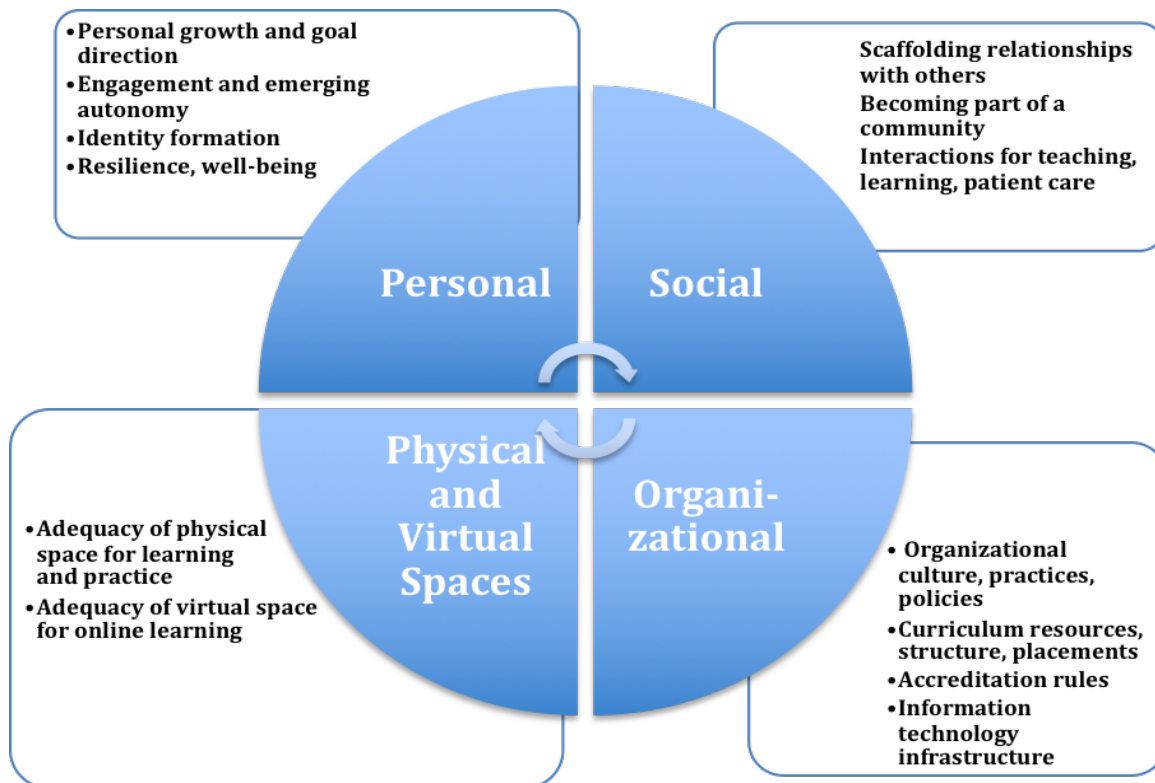
3. Implementation: Putting your ideas into action

Implementation Plan

Steps/Tasks	People & Resources needed	Timeline
What steps are needed to accomplish your goal?	What do you need to complete each step towards the goal?	How much time do you need to complete each step?
1.		
2.		
3.		

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Figure 1: Four components of the learning environment: personal, social, organizational, physical and virtual spaces.



*Adapted from Gruppen LD, Irby DM, Durning SJ, and Maggio LA: Improving the Learning Environment in the Health Professions: A Scoping Review. In Irby DM. *Improving Environments for Learning in the Health Professions*. Proceedings of a conference sponsored by Josiah Macy Jr. Foundation in April 2018; New York, NY: Josiah Macy Jr Foundation, 2018; pp. 57-103.

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Table 1: Strategies to improve the learning environment*

Class of influence	Specific Recommendations
Accreditation Regulations	<ul style="list-style-type: none"> • Control of duty hours • Focus on well-being
Curricular Interventions	<ul style="list-style-type: none"> • Include content on well-being, adaptability, preparation for transitions, clarity of expectations and roles • Create continuity of experience
Faculty/Staff Development	<ul style="list-style-type: none"> • Conduct faculty/staff development workshops on learning climate, setting expectations, providing feedback, promoting well-being, serving as a positive role modeling, preparing for teamwork
Grading Practices	<ul style="list-style-type: none"> • Implement pass/fail grading system
Instructional Interventions	<ul style="list-style-type: none"> • Establish positive interpersonal relationships and welcoming environment • Create a community of peers and peer coaching/teaching programs • Offer adequate supervision and feedback • Ensure support in times of transition • Emphasize meaning in work • Support emerging autonomy • Communicate clear expectations for learning and performance • Utilize blended learning methods • Eliminate mistreatment and disrespect
Placements, Physical and Virtual Space	<ul style="list-style-type: none"> • Create longitudinal placements • Consider rural, community placements • Provide adequate physical space for learning and patient care • Offer adequate on-line learning resources and virtual learning spaces
Support Services	<ul style="list-style-type: none"> • Create coaching, mentoring, peer support programs to support personal well-being, adaptability and resilience

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