

### **Member Engagement**

We will ensure COMSEP is a welcoming organization that engages its members fully, seeking to meet their needs.

We will:

- 1.1 Enhance the Welcoming Program for new members.
- 1.2 Enhance ways for COMSEP members to become involved in the organization.
- 1.3 Provide onboarding resources for new members.
- 1.4 Support our administrative professional members to develop as a community.
- 1.5 Facilitate MOC mechanisms for faculty in their role as educators.
- 1.6 Understand members' medical education interests and their roles and responsibilities outside of COMSEP.
- 1.7 Identify potential new members and develop a plan to grow our membership base

### **Professional Development**

We will provide professional development opportunities and resources to our members, to help them grow and thrive as pediatric medical educators.

We will:

- 2.1 Establish recurring process and resources for effective onboarding of new leaders.
- 2.2 Develop and deliver a leadership development program.
- 2.3 Develop and deliver programs to support the development of pediatric education administrators.
- 2.4 Develop and deliver programs to help pediatric educators grow in their teaching/education skills.
- 2.5 Enhance mentorship opportunities and programming.
- 2.6 Develop and programs to support members pursuing promotion and tenure.
- 2.7 Establish a system to recognize members' contributions to COMSEP.

## **Educational Excellence**

We will develop and share exemplary educational resources and practices.

We will:

- 3.1 Review the COMSEP curriculum, exploring how well we are meeting the needs of patients and our members, and in comparison to similar ventures mounted by other medical education organizations.
- 3.2 Revise and expand the COMSEP curriculum, including learning materials and assessment tools.
- 3.3 Develop tools and resources to assist members with faculty development.
- 3.4 Develop tools and resources to assist members with program evaluation and/or accreditation.

## **Innovation and Scholarship**

We will advance the science of medical education.

We will:

- 4.1 Explore opportunities to expand the COMSEP Grants Program.
- 4.2 Identify the barriers members face in developing their own scholarship, and explore ways to decrease them.
- 4.3 Create a collaborative research network.

## **Collaboration**

We will work across other professional organizations to lead, influence and guide pediatric and medical education issues.

We will:

- 5.1 Expand our influence in pediatric medical education.
- 5.2 Expand our influence in undergraduate medical education.
- 5.3 Encourage and sponsor opportunities for collaboration with other organizations.

To enable our organization's ability to deliver on these strategies, we will embrace the following principles:

**Guiding Operational Principles**

- P-1 Financial Stewardship – we commit to deliver high value for the investments of members and their institutions in COMSEP; we will be prudent in resource expenditure; we will be fully transparent in reporting on our resource generation and utilization; we will be vigilant for opportunities to increase revenue and be more efficient in expenditures.
- P-2 Governance – we commit to the highest standards of governance; we will maintain transparent processes and keep our membership up-to-date on critical organizational issues.
- P-3 Management – we commit to the highest standards of organizational management; we will rely upon our management team to ensure our administrative framework and processes are externally recognized as meeting the high standards of educational professional organizations; we will incorporate technology that improves our efficiency and/or our effectiveness.
- P-4 Communication – we commit to keeping our members up-to-date about organizational issues and matters affecting their roles as pediatric medical educators; we will improve our communications about opportunities to become involved with COMSEP; we will improve our systems of gathering input and feedback from our members.
- P-5 Effectiveness – we commit to providing the highest quality of annual meeting to engage our members, deliver value to our members, and to ensure sustainability.