





Contents

- 3** Message from Our Leader
- 4** Promote Learning to Enable a Healthier Population
- 10** Cultivate Excellence in the Paediatric Health System
- 16** Enhance Learning Through Innovation
- 22** Foster an Inclusive Learning Ecosystem
- 34** All About Our Learners
- 38** By the Numbers



Message from Our Leader

As we reflect on the past year, I am filled with pride and gratitude for the remarkable achievements and dedication of our entire Learning Institute (LI) community at SickKids.

This annual report captures the strides we have made in promoting health, advancing knowledge, and fostering an inclusive learning environment. Together, we have not only confronted challenges with resilience but also established new benchmarks for the future, all while deeply valuing the exceptional individuals who make our progress possible.

I'd like to recognize the entire [LI Leadership team](#) for their work over the year to guide and support the community while simultaneously challenging us to innovate and stretch to new frontiers. Our initiatives in knowledge translation and the integration of cutting-edge technology have empowered both healthcare professionals and learners, ensuring our continued leadership in paediatric healthcare. We saw massive changes to our physical presence as we moved to the Patient Support Centre and to our digital presence with the revamp of AboutKidsHealth.

Looking ahead, we are poised to build on this foundation of excellence. Our focus will remain on enhancing interdisciplinary collaboration, embracing innovative educational technologies, and expanding our global partnerships. We will see even greater integration and leadership with hospital strategic directions in Artificial Intelligence and Precision Child Health.

By nurturing the next generation of healthcare leaders and fostering a culture of continuous improvement, we are dedicated to shaping a brighter future for paediatric healthcare. Together, we will continue to push boundaries, inspire change, and make a profound impact on the lives of children and their families around the world. We do all of this while celebrating and supporting the dedicated individuals who drive the Learning Institute's mission forward.

A handwritten signature in black ink, appearing to read 'Lennox Huang', written in a cursive style.

Lennox Huang
Chief Medical Officer, Vice-President
Education, Medical and Academic Affairs

Promote Learning to Enable a Healthier Population



We are committed to engaging and empowering the public as partners in child and youth health by translating and promoting access to evidence-based information. We continue to leverage diverse formats and partnerships to share knowledge and build capacity across Canada and around the world.

AboutKidsHealth

AboutKidsHealth empowers families worldwide by providing reliable, evidence-based health information in a user-friendly format. This year, we reached 8.9 million new users from around the world. AboutKidsHealth has been focusing on keeping our content up-to-date and as reliable as possible. How? By identifying the content needs of our community, refreshing and enhancing content, and moving the website to a more dependable platform.

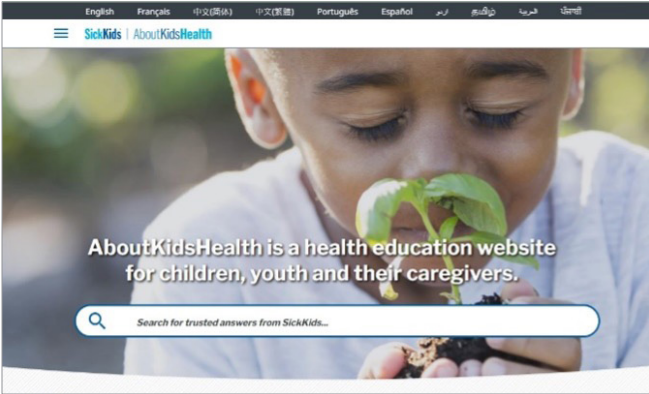
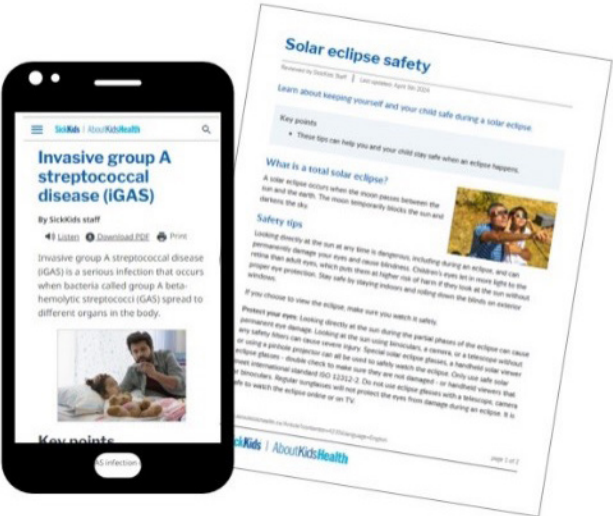
Content Renewal and Development

This year, AboutKidsHealth partnered with Communications and Public Affairs to identify new content topics that are needed most by our community. With the help of our new medical editor, we increased our efforts to update and renew existing content based on the needs of our community and the age of the existing content. We published 81 new articles and updated 296 existing articles across our parent and teen websites.

YouTube Video Initiative

YouTube Health reached out to AboutKidsHealth because we are a trustworthy source of health information and they are looking to fill gaps in content from trustworthy health experts. We began a project to create 11 videos on health topics like common skin conditions, ear infections, the common cold, water safety, and how to manage diarrhea. Each topic will be covered in both a YouTube short (one minute) and a longer-form video (five to six minutes), which will all be available in English and French, for a total of 44 new videos by the end of 2024. This project allows us to present information also available on the AboutKidsHealth website in another format to increase accessibility and reach. These videos will help families stay safe and healthy by learning to manage conditions at home, when possible, and knowing when to seek medical care.

AboutKidsHealth’s video library is growing! We published 58 new YouTube videos this year. Across our YouTube channel, our videos have received 22 million impressions and 2.1 million views, amounting to over 52,000 hours of watch time.



Infant and Early Mental Health Promotion

Infant and Early Mental Health Promotion (IEMHP) improves outcomes across the lifespan through translating and promoting the science of early mental health into practice with families during pregnancy, infancy, and early childhood.

Reaching Communities Across Canada

IEMHP achieved significant milestones this past year, extending its reach and impact across Canada. Through strategic initiatives and partnerships, IEMHP touched the lives of numerous children, families, and practitioners, fostering positive change nationwide.

Partnerships and Collaborations

IEMHP hosted the [Expanding Horizons 2023](#) conference which provided a platform for thought leaders and practitioners to exchange insights and advance knowledge in infant and early mental health. The conference gathered over 400 participants from across Canada.

This is a first! IEMHP collaborated with colleagues across Canada, including Dr. James Reynolds at Queen's University to create the first child development database for children under six in Canada. The [Canadian Database of Development, Infancy to Six \(CanDDIS\)](#) is managed by IEMHP and houses over 2,300 individual children's developmental records.

IEMHP's global impact was recognized at the World Association for Infant Mental Health (WAIMH) in Dublin, Ireland, where Dr. Chaya Kulkarni, Director, Infant and Early Mental Health Promotion received the prestigious Sonya Bemporad Award. This recognition underscored the program's dedication to advancing infant, toddler, and family mental health policies. IEMHP was the successful bid to host the WAIMH conference in October 2026 showcasing IEMHP's leadership and commitment on an international stage.

National Reach



Knowledge Sharing

Knowledge sharing in healthcare fosters innovation, enhances patient care, and drives continuous improvement. It cultivates a culture of collaboration, empowers teams to stay abreast of the latest developments, and ultimately, enables better-informed decision-making at every level. In an era where medical advancements occur so rapidly, knowledge sharing is not just advantageous, it's essential.

Learning Institute Retreat

Every year, the LI team gathers to celebrate the past year, build community, and learn something new - together! This year was no different. On April 12, 2023, seventy team members came together to learn evidence-based digital wellness strategies with keynote Lisa Pender, celebrate the 2023 LI Award of Excellence nominees and recipient, and play a rousing game of SickKids trivia.

The LI Award recognizes an individual team member or team who consistently contributes to the achievement of the LI's priorities, demonstrates the SickKids values, and demonstrates strong LI citizenship. This year's nominees included Saima Navsariwala, Administrative Coordinator, and Zaheera Raza, Interprofessional Education Specialist (IES), with the LI Award going to Karen Wallace, Conference Specialist

Celebrating Education

On November 22, 2023, we were delighted to host our annual Education Showcase. The in-person event kicked off with a keynote address by Sajel Bellon who talked about "Unleashing the Power of Being Human by Thinking Differently!". Participants were treated to a series of Quick Hit presentations which highlighted diverse educational programming that supports the professional development and wellbeing of staff and learners. The event also featured interactive stations profiling the innovative and inspiring education happening at SickKids.

Education Summit

The 2023 Education Summit was a highlight of the 2023-2024 year. On October 26, 2023, Dr. Devin Singh inspired the group with a keynote focusing on "The AI Revolution Has Arrived! Now What?". Peter Jones and Shubha B. Ananda from Microsoft presented on "The Future of Medical Work" and helped us stretch our thinking and imagine the possible. Thank you to the 80 members of the SickKids education community who came together to make the event a success.





Great stories and anecdotes to accompany the theoretical underpinnings. Amazing opportunity for nurses to come together to learn and consider how to use SBNH in practice, education and leadership.

– SBNH Symposium participant

IES Retreat

Every year, the Interprofessional Education Specialist (IES) retreat affords an opportunity for this group to come together and explore relevant topics in education and care. It is a day of collaboration and learning. Topics included Equity, Diversity, and Inclusion (EDI), Mental Health, and Trauma Informed Care. Dr. Stephanie Nixon, Vice-Dean, Faculty of Health Sciences and Director, School of Physical Therapy at the University of Toronto shared her research on trying to understand the pervasive effects of privilege. In particular, she explored how systems of oppression shape health care, research, and education, and the role of people in positions of unearned advantage in disrupting these harmful patterns.

Strength-based Nursing & Healthcare Symposium

This amazing gathering welcomed leaders and emerging leaders from neighboring organizations including Holland Bloorview, Centre for Addiction and Mental Health (CAMH), and University Health Network (UHN). Over 200 participants came together for a full day of learning and discussion that featured talks by Christina Clausen, McGill Nursing Collaborative for Education and Innovation in Patient and Family-Centered Care at the Integrated Health and Social Services University Network for West Central Montreal, and Laurie Gottlieb, author and influencer in Strengths Based Nursing and Healthcare Leadership. A panel discussion explored reflections on transitioning from deficit-focused to strengths-based approaches in healthcare. Opportunities for networking enabled participants to consider how they would implement and embed strengths-based approaches to practice/leadership. The most impactful part of the day was hearing from a parent about how a strengths-based approach affected their family experience and health and healing journey.

Cultivate Excellence in the Paediatric Health System



Commitment to cultivating the next generation paediatric workforce, locally and globally, is fundamental to the work of the Learning Institute. We reach beyond our walls to build capacity in the paediatric workforce and amplify interprofessional training. We strive to be a global destination for paediatric learners, translating knowledge across countries and cultures.

Paediatric Project ECHO

E3 Returns to In-person

Coming together face-to-face! [Paediatric Project ECHO](#) ran two in-person ECHO Education Events (E3) in November 2023 and March 2024. Forty-two interprofessional healthcare providers attended didactic and interactive learning sessions including simulations focusing on acute and chronic pain management for children and youth.

Launch of the Complex Care Journal Club ECHO

Trying something new: This new journal club format offers healthcare professionals in our Complex Care ECHO an opportunity to discuss current literature and advancements in paediatric medicine. The club aims to enhance knowledge, share evidence-based practices, and foster a deeper understanding of key issues and innovations in paediatric healthcare.

Opioid and Substance Use Education Pilot

Trying something new: Paediatric Project ECHO partnered on a Health Canada Substance Use and Addictions Program grant (Research Leads: Dr. Jennifer Stinson, Dr. Chitra Laloo, and Dr. Andrea Furlan (UHN)). In partnership, we launched a pilot series about opioid and substance use management of pain in children and youth. The content was facilitated by experts Dr. Naiyi Sun, Sara Klein, PT, Dr. Marco Battaglia, and Dr. Karen Leslie. The series ran from April to June 2023 and showed positive impacts on knowledge and self-efficacy of healthcare provider learners.



ECHO Epilepsy: Across the LifeSpan

Growing the Future

The Neurology Trainee Program is an [ECHO Epilepsy](#) series tailored to the specific learning needs of paediatric and adult neurology trainees/fellows and residents across the country, who want to improve their knowledge on epilepsy management. This year, we created the ECHO Epilepsy Resident Site Lead role to help shape this curriculum and promote the series by engaging trainees/fellows and residents in medical schools from the University of British Columbia to Dalhousie University. Approximately 100 trainees/fellows and residents registered to attend with upward of 50 attending each ECHO session.

Paediatric Deep Brain Stimulation for Drug Resistant Epilepsy

Trying something new: This five session series raised awareness about indications for Paediatric Deep Brain Stimulation (pDBS) for drug resistant epilepsy in Canada. Topics included predictive factors to identify patient candidacy, identifying the mechanism of action, and post-surgical considerations and anticipated patient outcome.

The pDBS ECHO was supported by the SickKids pDBS team who received program development funds from the Garry Hurvitz Centre for Brain & Mental Health in 2023 to expand the SickKids pDBS clinic into a national strategy and help make this technology accessible to paediatric patients across Canada, with particular emphasis in under-resourced communities.



Project ECHO Epilepsy Learning Days

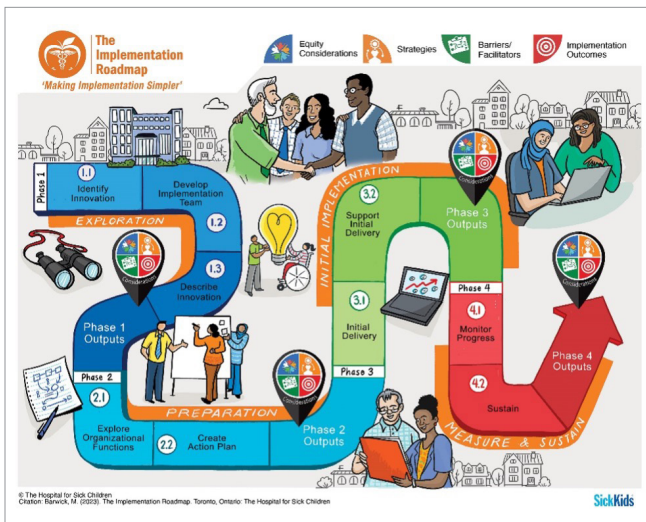
Our 6th annual Project ECHO Epilepsy Learning Days returned to an in-person format with sessions in Toronto and Ottawa bringing together over 50 epilepsy specialists, primary care providers, allied health practitioners, trainees, and students from various regions in Ontario and Quebec. The aim was to foster connection while learning about epilepsy care and management and the events covered paediatric and adult epilepsy topics, such as Epilepsy in Newborns and Infants, Drug Resistant Epilepsy, Pregnancy and Epilepsy, and Vascular Disorders and Epilepsy. Learning objectives from the two keynote talks focused on the ability to describe how health inequities impact epilepsy management and health outcomes, and how precision medicine applies to the management of epilepsy. The program incorporated a panel discussion where persons with lived epilepsy experience and community providers shared their stories on access to appropriate health care, considerations for holistic and compassionate care, stigma associated with diagnosis, the impact of intersectionality on accessing care, and life after epilepsy surgery.

Advancing Knowledge Translation (KT)

Increasing Accessibility to KT Tools and Templates

[The Knowledge Translation Program](#) provides KT tools and resources, informed by evidence in KT and Implementation Science. This past year, the KT team published a new KT tool, [The Implementation Roadmap](#) (May 2023) and partnered internationally to translate KT tools into Portuguese and German.

- [Knowledge Translation Planning Template](#) translated to Portuguese; Partner: Elisiane Lorenzini, Federal University of Santa Catarina, Brazil
- [The Implementation Roadmap](#) translated to German; Partner: Juliane Köberlein-Neu, Center for Health Economic and Health Services Research, University of Wuppertal, Germany



Expanded Workshop Offerings

The LI's Knowledge Translation Program launched a storytelling workshop in May 2023. The inaugural workshop, "[How to tell the story of your work](#)" sold out within hours and has garnered international interest. The Program also offered internal workshops on how to tell personal stories in the context of patient and family engagement and quality management.

“

Renira Narrandes' storytelling workshop seamlessly integrated the power of storytelling into our work context: practice change and implementation. Her wealth of experience brought the subject to life, and the vivid examples made the content truly resonate. I find myself referring back to her storytelling framework when engaging an audience and building consensus. Every team in our hospital stands to gain immensely from this creative and engaging workshop.

- Erin Vandeven, Associate Chief of Nursing Practice

International Education

The International Education (IE) portfolio is committed to providing education services tailored to the specific needs of partners around the world. We work with SickKids experts, community practitioners, academic institutions, healthcare organizations, private sector, and global partners to develop transformative, sustainable solutions that enable organizations to meet their child health goals.

- Partnerships with international, national, and local healthcare and academic institutions
- Collaborations with SMEs from SickKids and Community
- Based on International Standards and Best Practices
- Standardized Application and Assessment process
- Development and Customization of education programs
- Engagement in a range of Professional Development activities
- Adaptive Delivery Modes for educational programs to international clients
- Feedback and Review with SMEs and partners



Service offerings

International Learner Program (ILP) | Continuing Education | Virtual Education and Mentorship



161

ILP Learners



50

hours of virtual education
and mentorship



45

countries



10

new partnerships

International Academic and Clinician Leader Program

IE launched a new program called the International Academic and Clinician Leader Program (IACLP). In partnership with the Emergency Medicine (EM) division, IE welcomed its first IACLP scholar, an emergency medicine clinician from Saudi Arabia in January 2023.

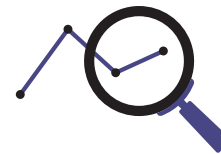
The IACLP takes an innovative approach, offering scholars an intensive engagement in academic, clinical, and operational leadership through three modules:



Operational Leadership
& Artificial Intelligence



Quality & Process
Improvement



Research &
Knowledge Translation

Over the span of one-year, the scholar underwent a comprehensive and complex learning experience, focusing on:

Exploring the various applications of artificial intelligence in EM

Mastering medical design principles and flow management dynamics

Designing and implementing quality improvement and patient safety projects

Engaging in leadership and administrative dialogues at both hospital and divisional levels

Collaborating with inter-professional teams within both clinical and non-clinical contexts

Enhance Learning Through Innovation



A key component of our plan includes revolutionizing learning experiences through innovation. We have expanded our virtual offerings and leverage cutting-edge technology to enrich learning experiences. We are a leader in simulation, leveraging simulation modalities to enhance quality and safety. We have expanded our education teams to develop and deliver innovative programming.

SickKids Centre for Community Mental Health Learning Institute

On-Demand Training

2023 marked an exciting milestone as the [SickKids Centre for Community Mental Health Learning Institute \(SickKids CCMH LI\)](#) introduced on-demand training on SickKids Academy Online (e.g., Self-harm in teenagers: The spectrum from nonsuicidal self-injury to suicidality, Eating disorders (EDs): What every clinician needs to know). On-demand learning empowers professionals to access courses at their convenience, reducing barriers and improving access, especially across time zones. This milestone is an important step toward enhancing learning accessibility and inclusivity.



The Eating disorders on-demand course provided an excellent summary of all topics. It provided background information and inspired me to learn more.

- Fyffe Hunting, Social Worker
Participant in Eating disorders (EDs):
What every clinician needs to
know on-demand training

CCMH Year in Review



85

courses delivered



14

new courses delivered



3,028

professionals trained



48

expert facilitators
engaged

Simulation

Simulation provides novice to seasoned healthcare professionals the opportunity to participate in hands-on training without any risk to patients. Increasingly complex procedures in medicine require not only individual skills and practice, but interprofessional team skill development and practice.

In addition to developing educational strategies and programs for individuals and teams to enhance knowledge, skills, and competencies, SimKids Simulation Program is also leveraging simulation to improve safety, emergency preparedness, quality of care, space planning, and effectiveness and efficiency of health care services.

SimKids was initially accredited by the Royal College of Physicians and Surgeons of Canada in 2013 and most recently renewed in 2023. The Simulation program supports over 6,800 learners and facilitates more than 31,000 hours of training and education each year.

Introducing the CPR Coach Program: Revolutionizing Paediatric Resuscitation at SickKids

Innovation is at the heart of revolutionizing paediatric healthcare and SimKids is always innovating. The new CPR Coach Program offers comprehensive simulation-based training to clinicians in paediatric resuscitation. Through rapid cycle deliberate practice simulations and blended training methods, participants master every aspect of the CPR Coach role, ensuring readiness and confidence in critical situations. The program's impact goes beyond imparting knowledge and building confidence, it aims to improve cardiac arrest outcomes for patients.



Conducting System Testing for Code Blue Activation: A Collaborative Effort at SickKids

SickKids continuously strives for excellence in emergency response. Together, SimKids, the Resuscitation Oversight Committee (ROC) and the Code Blue Team conducted system tests for Code Blue activation exemplifying this dedication. Simulated scenarios meticulously evaluated emergency response systems, and involved many individuals and teams. Through rigorous testing and collaborative debriefs, SickKids reaffirmed its commitment to maintaining the highest standards of emergency preparedness, ensuring patient and staff safety.



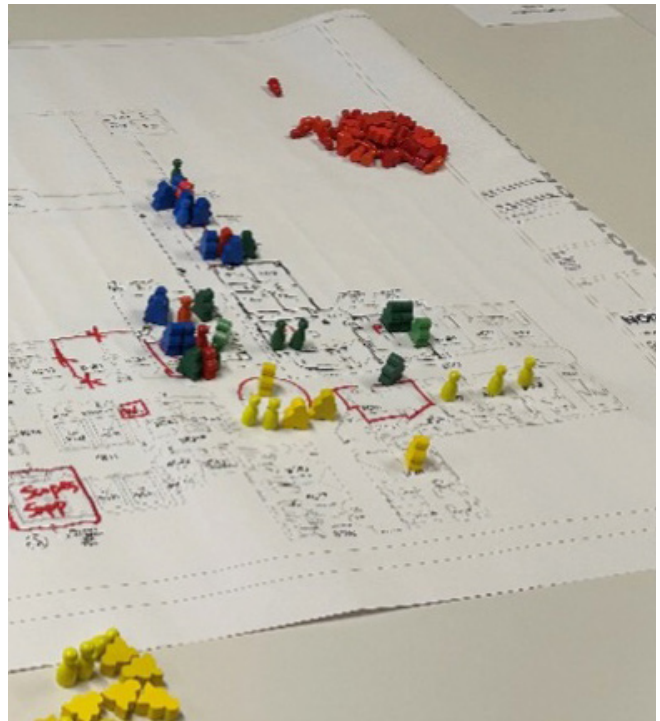
Improving Safety with Simulation-Based Policy Testing

SickKids is committed to staff safety, so this year, SimKids supported the simulation-based evaluation of the Family Caregiver Behaviour Escalation Policy. Through tabletop simulation exercises, the policy's usability, functionality, and clarity were rigorously tested. Participants, including interprofessional staff, engaged in simulated escalated incident scenarios, using the policy to guide their response. This approach proved successful in ensuring policies meet end users' needs and will continue to be utilized for testing future policies and guidelines.

Project Horizon:

Optimizing Clinical Efficiency through Simulation

Project Horizon exemplifies SickKids' proactive approach to enhancing clinical efficiency. Utilizing simulation, the project team evaluated procedural room designs and layouts to identify safety and quality issues early in the process. Through structured simulation activities and collaboration with end users, recommendations were developed to optimize workflows and patient safety.



Innovative Educator Roles

Healthcare education is evolving just as rapidly as the healthcare field itself which means new educator roles. By integrating these roles into our education infrastructure, SickKids can ensure that professionals are prepared to deliver high-quality care, ultimately enhancing patient outcomes and advancing the broader goals of the healthcare system.

In 2023, the IES team grew to support organizational strategic priorities. Our work has supported Precision Child Health, the Mental Health Strategy, the Equity, Diversity and Inclusion Strategy, and the Connected Care Strategy.

Diverse and innovative programs relevant to clinical practice have been developed this year. Some of these include Mental Health Literacy, EDI Foundations, and Paediatric Surgical Community Outreach programming in partnership with Connected Care. This expansion acknowledges the importance of ongoing education in healthcare and a commitment to translating new strategies into day-to-day clinical work.

New Technologies in Education

In today's rapidly evolving education landscape, integrating cutting-edge technology truly enriches the learning experience. From virtual reality simulations that transport learners to the operating room, to adaptive learning platforms that personalize lesson plans, innovative technologies are revolutionizing the way we teach and learn. By harnessing the power of artificial intelligence, augmented reality, and interactive digital tools, educators are not only engaging learners more effectively but also preparing them for the dynamic demands of healthcare.

Practicing De-escalation Skills Using Virtual Reality

Virtual Reality Simulation (VRS) is a learning modality that allows learners to practice verbal and non-verbal de-escalation skills in an immersive simulated environment.

This novel training allows learners working in an acute care paediatric setting to practice de-escalation and crisis intervention skills. Learners are immersed in a “choose-your-own-adventure” scenario involving a 13-year-old non-binary youth named Caden who was brought to the Emergency Department by their mother for suicidal risk and self-injury. The story follows a pattern of escalation (baseline, escalation, crisis, and recovery) and different variations of the story are presented based on how the clinician chooses to respond to Caden. The learning experience is guided by an in-person facilitator to pre-brief and debrief the experience as well as a virtual training coach within the simulation to provide just-in-time feedback to the learner.



“



Since joining SickKids in April 2022, it has been an amazing journey of learning and growth. Everyone has been supportive and very kind. It has been an honour to meet and work alongside many different folks, including the Project ECHO team, the Learning Institute, and the 2SLGBTQIA+ Committee. SickKids is filled with diversity, inclusion, and a warm atmosphere. I look forward to continuing to be part of a dynamic and ever-changing organization and helping others while making a difference.

- **Shakeera Baker**, Education Administrative Coordinator, ECHO Epilepsy Across the Lifespan

“



My career at SickKids has been both rewarding and challenging at times, but it is the challenge that has kept me growing and developing in both my clinical expertise and leadership abilities. I have had so many opportunities that I would never have imagined as a new nurse graduate. From bedside NICU clinical staff, to various teaching and leadership roles my SickKids family has been there to support my development all along the way. I have made so many connections within the organization, with community partners, and through international work. It's amazing the reach we can have together and I feel privileged to be a part of something so big and be able to contribute to making a difference.

- **Lisa Fowler**, Interim Senior Manager, Interprofessional Education

“



I started at SickKids in 2004, a few weeks after graduation. I honed my clinical skills and learned to navigate team dynamics by watching incredible colleagues, but the true learning came from the lived experience shared by my patients. They taught me about the impact of trauma on their lives and ignited a passion for Trauma-Informed Care. I am fortunate now, to work at the Learning Institute where I can infuse this learning into policies, procedures, and scale this knowledge with the aim of improving health care interactions for patients, families, and staff.

- **Sharon Lorber**, Interprofessional Education Specialist

Foster an Inclusive Learning Ecosystem



We are committed to creating learning environments where all participants are welcomed, respected, valued, and heard. We have built dynamic spaces for learning, and are fostering equitable, compassionate, accessible, and psychologically safe learning environments. We deliver programming to support and mentor novice and experienced staff, faculty, and leaders, as well as patients and families.

New Spaces for Teaching and Learning

As part of SickKids' campus redevelopment, a new Patient Support Centre (PSC) opened and became home to many of our LI teams, creating vibrant, inspiring, and engaging spaces for learners and educators.

Opening of Learner Hub Physical Space

On January 15, 2024, the Learner Hub, SickKids Interprofessional Student Centre, opened its doors to a beautiful new physical space on the 3rd floor of the PSC. The Learner Hub is open to all learners including students, trainees, residents, and fellows. It is open concept with various seating options and workrooms, to allow for quiet study, collaboration, and relaxation. The space also includes five collaboration rooms. The floor to ceiling windows provide plenty of natural light and the open space creates a welcoming atmosphere.

In February 2024, the Learner Hub launched a student-specific orientation. This is a one-hour in-person session for new learners and includes a presentation and tour of key spaces in the PSC. Learners also get a Learner Hub-branded lanyard.



SickKids Health Sciences Library - A New Home and A New Name

After 104 years of supporting SickKids clinicians, researchers, educators, and students alike, the Health Sciences Library has a new home! On February 5, 2024, we opened our doors in the PSC.

The library has long featured a specialized paediatric collection including thousands of print and online books and journals, as well as evidence-based point-of-care tools, and access to a team of information science experts. Now the new physical space offers staff a user-friendly, technology-enabled experience including a new integrated self-checkout system, easy access to the hospital's special collections (mentorship, mindfulness, and EDI) and a beautiful touch-down space overlooking the building's open-concept lobby and feature staircase.



SickKids' New Simulation Centre: Revolutionizing Healthcare Training

We are thrilled to unveil SickKids' new Simulation Centre, a pivotal milestone in healthcare education and training. This state-of-the-art facility promises to elevate immersive learning experiences for learners, staff, patients, families, and community members alike.

Spanning an impressive 11,500 square feet, the Simulation Centre boasts cutting-edge facilities designed to foster transformative learning experiences including four simulation suites, five debriefing suites, six assessment rooms, multipurpose training rooms, and a procedural skills training space. At the heart of our Simulation Centre lies cutting-edge technology aimed at enhancing the learning journey. There is interactive projection technology, transforming environments with unparalleled realism, which allows for immersive simulations and VR training. We have also invested in several new patient simulators and diverse mannequins to elevate the quality and breadth of our simulation activities.

SickKids Conference Centre

The PSC will include state-of-the-art meeting, learning, and collaboration space featuring a series of meeting spaces and event rooms on levels three and four, and a spectacular rooftop space on level 22.

Growing the SickKids Archives

The SickKids Archives' mandate is to collect, preserve, and provide access to records relating to the history of the Hospital and its people. While the existing Archives' collection was relocated to the PSC in January 2024, the collection continued to grow as other departments cleared out old spaces. New acquisitions included publications, photographs, media recordings, artifacts, and documents.

As a result, the SickKids Archives now contains dozens of boxes of newly-donated material from across the organization. Represented departments include the Executive Office, Communications and Public Affairs, Nursing, the Transplant Centre, Human Resources, Global Child Health,

Neurology, Plastic and Reconstructive Surgery, Ophthalmology, Neurosurgery, Rheumatology, Neonatology, Creative Services, SickKids International, Social Work, Quality Management, the SickKids Foundation, and the Learning Institute itself.

This material will live in our Archives' collection, and when possible, will be made available to our staff, SickKids families, Foundation donors, academics, journalists, and others interested in learning about SickKids. We anticipate even more material to reach the Archives in the coming year as additional departments relocate, and as we prepare for SickKids' sesquicentennial in 2025.

Shifting Culture Through Learning

EDI education is an indispensable pillar within healthcare. As the landscape of patient demographics changes, so must the competencies of healthcare providers to ensure equitable and inclusive care. EDI education goes beyond mere awareness; it fosters a deep understanding of the intersecting identities and experiences that shape patients' health outcomes. By cultivating cultural humility, empathy, and a commitment to dismantling systemic barriers, healthcare providers can effectively address disparities, build trust within diverse communities, and advance health equity. In this context, EDI education emerges not only as a moral imperative but also as a fundamental component of delivering high-quality, patient-centered care.

The IES team is supporting the organization's EDI strategic plan through various learning opportunities.

EDI Foundations Instructor-led Program

The EDI Foundations program launched August 29, 2023. The core of our strategy is to “establish organizational EDI foundations to advance EDI in care, research, and education” (EDI Strategy 2025). Across the organization, there are varying degrees of awareness about EDI principles.

The centrally offered, instructor-led EDI Foundations is a 1.5 hr session that streamlines core components of EDI in a format that sets the stage and provides an entry-point for everyone. Foundational knowledge and skills in EDI are necessary for implementing the strategic mission to embed EDI into care, research, and education. This also supports various organizational initiatives (e.g., sexual orientation and gender identity (SOGI), health equity data initiative, inclusive hiring pathway, Indigenous Health Strategy, Anti-Black Racism Policy, etc.). A greater understanding of these foundational principles helps to foster a culture of equity and inclusivity that can positively impact organizational culture, including recruitment and staff retention.

Health Equity Survey Implementation Training

Health Equity data collection is vital for identifying disparities and understanding the root causes of health inequities. By collecting and analyzing data on social determinants of health, demographics, and access to care, healthcare providers can tailor interventions and policies to address the specific needs of marginalized communities, working towards achieving equitable health outcomes for all.

Data is a must when understanding who SickKids patients and families are. Supporting teams to implement the Health Equity Survey is a crucial step given our responsibility to create conditions that support health and well-being. With implementation rolling out in ambulatory clinics, one hour education and training sessions are being offered to teams. These sessions build upon an understanding of health equity, address why SickKids is on this path of collective understanding, and teach the functional steps required to collect survey responses and enter them into the electronic charting system.

SOGI Education

Gender diverse youth (GDY) experience significant health inequities when compared to their cisgender peers. SickKids' EDI strategy aims to foster an environment that is inclusive of patient sex (at birth), legal sex, gender identity, and pronouns. In 2023, SickKids implemented an Epic workflow (SOGI SmartForm) to standardize the documentation of patients' pronouns and gender identities. A comprehensive Gender Diversity Education program was developed to support the implementation and sustainability of this new Epic functionality which included:

- EDI Foundations in Gender Diversity iLearn
- An Epic tipsheet
- SOGI staff scripts
- Visual knowledge translation tools
 - Becoming a Safe and Informed Provider infographic
 - Gender Safety and Outing poster
- Instructor-led synchronous education sessions

Indigenous and Black Nursing Student Award Program

In 2021, SickKids launched a new nursing student award program specifically aimed at attracting and supporting Black and Indigenous students who are interested in a career at SickKids. This program supports our mandate to diversify the nursing workforce to better reflect the patient populations we serve and ultimately to improve patient outcomes for racialized patients and their families.

In 2023 we granted two awards for Indigenous students and two awards for Black Nursing students. The award includes a bursary of \$5,000 and a guaranteed SickKids placement in their final year of studies. The awards were supported through philanthropic funding including SickKids Women's Auxiliary (WAV) and the LCBO.



The PNO curriculum was really thoughtfully designed, and I took something away from each and every one of the sessions.

– New Graduate Nurse

Building a Diverse Nursing Workforce

Paediatric nursing stands at the forefront of care delivery at SickKids. These nurses nurture some of the most vulnerable members of society—children and youth. The importance of recruiting and retaining skilled paediatric nurses cannot be overstated. Effective recruitment strategies and robust retention efforts are essential for maintaining the paediatric nursing workforce. Moreover, investing in the professional development of these nurses is crucial for enhancing their competencies, advancing their careers, and ultimately improving patient outcomes.

Paediatric Nursing Orientation (PNO)

SickKids' PNO program provides a comprehensive educational experience tailored to new nurses joining the organization. The program empowers nurses with the essential skills and knowledge necessary to excel as competent healthcare providers in a paediatric clinical setting. The PNO program facilitates smooth integration into the SickKids organization and paediatric nursing practice, ensuring nurses are fully prepared to deliver exceptional care to our patients and families. In 2023, we welcomed 224 new nurses to SickKids through PNO (170 new graduates, 54 experienced).

In-Person Emergency Procedures (EP) Day



Content

Skills Stations

- Rapid Cardiopulmonary Assessment
- Airway/Compressions
- Fluid Bolus/Epinephrine Administration
- Intro to the Crash Cart
- Document

Code Blue Simulations

- Anaphylaxis
- Sepsis

What will you do differently in your practice as a result of this session?

I will make sure to collect appropriate vital signs and communicate using SBAR instead of BARS

Clarify information!

Fill in the gap in what I need to know and do

Communicate and ask for help especially in emergencies



Education Content

- EP Days x 2
- OSCE Days x 2 Half Days
- Follow Up Session with Educational Leaders
- Bioethics
- Strength-Based Nursing
- Office of Patient and Family Experience
- C-FCC & Health Equity
- Introduction to RN Council
- Wellness Workshop



Presentation/Facilitators

- 31 Interprofessional Education Specialists
- 4 Simulation Educators and Specialists
- 10 Subject Matter Experts
- 2 Guest EP Day Facilitators
- 4 Peer Support Panelists



Orientation Experience Feedback

“It’s a great orientation with an abundance of important information for new hires that makes the start of a new career welcoming and enjoyable!! All the content and hands on practice was just right.”



Objective Structured Clinical Exams (OSCEs)

Stations

- CVAD Care
- NG Insertion
- Pre/Post Procedure Care
- Suctioning
- Admission
- Safety Checks

“I felt sufficiently prepared for the OSCEs”



● Strongly agree ● Agree ● Neutral

Critical Care Nurse Residency Program

The Critical Care Nurse Residency Program is a 12-month program designed specifically for new graduate nurses interested in paediatric critical care. Being a professional nurse at SickKids means that patient safety, family centered care, and strengths-based nursing are at core of what you do, and this could not be more true in critical care. The Critical Care Nurse Residency Program prepares new graduates to practice in the Paediatric Intensive Care Unit (PICU) and Cardiac Critical Care Unit (CCCU) where our most vulnerable patients are cared for with compassion and skill.

This three-phase program facilitates the transition of new nurses into clinical roles and builds their confidence and competence. The first phase focuses on providing new learners the opportunity to develop as novice practitioners in a medical/ surgical program. The second focuses on exposure to step-down intermediate-care patients and allows individuals to begin early observer shifts in the PICU or CCCU. The final phase involves transitioning into critical care, including participation in another robust specialty orientation program. Throughout these phases, there is consistent mentorship and coaching through the COSN and IES roles, and the clinical staff in respective areas. Leadership development, patient outcomes, and the role of the professional nurse are integral to the program. In 2023, 26 new graduates were admitted into the residency program.



Clinical Orientation Support Nurse (COSN) Development Program



The COSN role is unique to SickKids and attracts experienced clinical nurses with a passion for teaching. COSNs work with novice nurses to facilitate skill development with knowledge integration in the practice environment and utilize a strengths-based approach to integrate the new nurse into the local team and organization. The COSN role has been implemented across all inpatient units within the organization to support novice and advanced beginner nurses.

The new COSN Development Program launched in 2023 and is designed to equip COSNs with the knowledge and skills to perform in this advanced instructor role. The program supports them to develop and grow as leaders, mentors, and coaches. The workshop addresses the scope of the COSN role and includes competency-based training to guide individuals taking on this leadership role. Importantly, COSNs can role-model high standards of professional practice and they come away prepared to adapt their expertise to their sub-specialty area of practice.

Clinical Extern Orientation Program

Over the past year, the Clinical Extern Program has continued to expand. This program enables hospitals to supplement existing health human resources in a flexible way to meet organizational needs. In partnership with the Collaborative for Professional Practice, the IES develops and implements the orientation for this group of unregulated care providers.

The overall goal of the Clinical Extern Orientation Program is to provide this group with the opportunity to develop foundational paediatric knowledge and skills. Using multiple learning strategies, including case-based learning and simulation, the program helps clinical externs demonstrate an organized and developmentally appropriate approach to paediatric assessments. Layered within the program is specialty or unit-based orientation, increased opportunities for hands-on practice, and shadow shifts. The standardized, competency-based orientation provides clinical externs the opportunity to build knowledge, skills, and attitudes for the successful transition to their role. Over 100 Clinical Externs have gone through the orientation program since 2022.

Nursing Specialty Certification Grant Program

The Nursing Specialty Certification Grant Program supports nurses with philanthropic funding through the Grace Evelyn Simpson Reeves Endowment Fund. As an organization, SickKids is committed to supporting nurses to get certified as specialty nurses through the Canadian Nurses Association (CNA). These certifications allow nurses to deliver the highest quality evidence-based care to children and their families.

The grant program supports applications for CNA certifications and recertifications including, but not limited to Paediatric Nursing, Critical Care Paediatric Nursing, Psychiatry and Mental Health Nursing, Neonatal Nursing, Neurology Nursing, Nephrology, and Perioperative Nursing.

Research shows that certified nurses impact patient satisfaction, improve patient safety and outcomes, and reduce hospital nurse turnover. Certification confirms

that a nurse's practice is consistent with national best practice standards. SickKids also benefits by supporting nurses to be certified. When we encourage our RNs to pursue CNA certification, we are showing our commitment to a culture of learning, which supports us in becoming an employer of choice. SickKids supports 20 nurses to become certified annually.

Investing in Leaders

Leadership development in healthcare is so important. Effective leadership fosters a culture of innovation and adaptability, and strong leaders inspire confidence and drive positive change. Investing in leadership development also creates a pipeline of future leaders, guaranteeing sustainability and resilience in the healthcare system. Ultimately, effective leadership in healthcare is not only about managing systems and processes but also about inspiring and empowering individuals to deliver compassionate, high-quality care.

Leading Voices: Speakers Series



The Leading Voices

Speakers Series is a key developmental strategy for cultivating excellence in leadership. The aim of the series is to broaden perspectives, ignite influential leadership, and inspire innovative practices.

The one-hour sessions run monthly from September to May and are open to formal, informal and emerging leaders alike. Invited speakers share their stories, expertise, and advice about current strategic and organizational trends and issues. These influential leaders enable experienced and future leaders to learn, grow, and develop. We were excited to re-launch Leading Voices in a hybrid format with internal and external speakers including SickKids Foundation President and CEO, Jennifer Bernard, SickKids CFO, Young Lee, and internationally recognized author and entrepreneur, Rumeet Billan. We hope Leading Voices is inspiring, thought provoking and empowering for leaders at any stage of their career.

IES Faculty Development and Mentorship Program

SickKids needs skilled faculty to support and engage learners and to develop and deliver evidence-informed programming. SickKids' commitment to quality education means fostering the knowledge and professional skills of our IESs through faculty development.

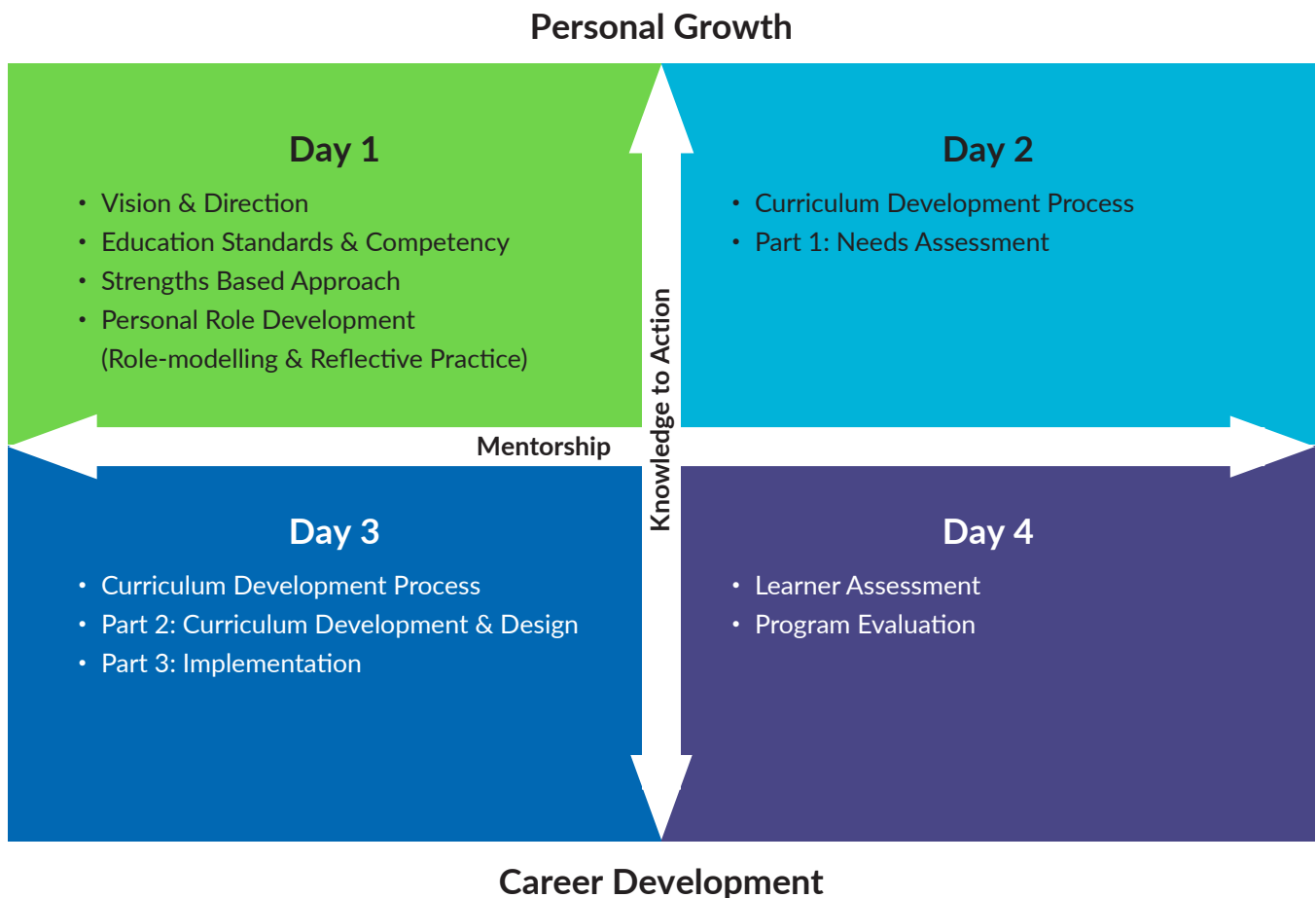
This is a capacity building program that ultimately advances clinical care through innovative education programming, clinical change strategies, knowledge transfer, and research and evaluation processes.

Faculty come in many different forms in healthcare organizations including supervisors, preceptors, field instructors, clinical educators, clinical instructors, and status appointed academic faculty

to name a few. Faculty development activities advance an individual's knowledge and skills in teaching, facilitation, administration, coaching, mentoring, leadership, and education research.

The Faculty Development Program immerses learners in a goal-directed process to support personal growth and career development. Building on this is the focus on socialization and provision of guidance, support, and expertise through meaningful mentorship.

The program offers opportunities for reflection, project work, and experiential learning to promote a knowledge-to-action attitude and learners are supported to apply teaching and learning theories right away to build competency as an IES.





The Teaching Scholars Program

The Teaching Scholars Program enhances the teaching and facilitation skills of healthcare professionals. Participants learn how to recognize learning opportunities and how to create and support a learning environment in the child health context. The program provides learners with foundational approaches to teaching and learning in a clinical setting which advances interprofessional education and/or care. This is an interprofessional program designed for SickKids senior medical/surgical trainees and clinical staff (e.g. Academic Supervisors, COSNs, Clinical Instructors, IESs, Preceptors). The program is accredited through the University of Toronto, Faculty of Medicine, Continuing Professional Development. Learners complete 44 hours of in-class education within the academic year.

Caring Safely and Daily Continuous Improvement Program Leadership Workshop Series

In February 2024, the organization successfully concluded the Integrated Caring Safely and Daily Continuous Improvement Program (CIP) Leadership Workshop Series. This pilot initiative was designed to introduce and reinforce key concepts and tools, aimed at assisting leaders in prioritizing safety as a core value and actively participating in continuous improvement.

The workshop was launched in May 2023 and engaged 102 leaders across 16 diverse clinical areas. A total of 15 workshops were delivered across three cohorts. By strategically aligning content from the well-established Caring Safely and DailyCIP programs, this series contributes to the organization's overarching goal of ensuring quality and accountability in everything we do. Looking ahead, plans are underway to evaluate the program and prepare for delivery to non-clinical and clinically adjacent leadership teams.

Leadership Transitions

We are fortunate to work with an amazing team! Over the past year, we recognized the following leadership transitions:



Dr. Beth Gamulka
Chief Medical Advisor/Editor, AboutKidsHealth
(June 2023)



Daniela D'Annunzio
Interim Associate Chief of Nursing
and Interprofessional Education
(August 2023)



Emily Louca
Director, Simulation Program
(September 2023)



Dr. Jabeen Fayyaz
Medical Director, Simulation Program
(August 2023)



Lisa Fowler
Interim Senior Manager, Interprofessional
Education (August 2023)

“



I feel so lucky to be at SickKids. Firstly, I couldn't even get a job here when I graduated from nursing school due to a *hiring freeze* – imagine that! After almost 1 year, my preceptor texted me to ask if I was still interested. I said, “Absolutely!” It's now been 8 years, and I cannot express how grateful I am for the support and opportunities I've had at SickKids. From working with learners, to participating in committees, to designing education programs. I look forward to continuing my growth at SickKids – it's a very special and exciting place to be!

– **Peter Su**, Interprofessional Education Specialist

“



I have spent most of my SickKids career with the AboutKidsHealth team, which I joined in the fall of 2010. Watching the website blossom over the years has been exciting to witness. In my role, I have had the opportunity to disseminate child-health content to parents, caregivers, and health-care providers globally, with information ranging from a child's first fever to the diagnosis of a chronic condition. Helping parents and caregivers feel confident in managing their child's health has been a meaningful experience.

– **Erika Schippel**, Coordinator, Publishing and Social Media, AboutKidsHealth

“



I feel so fortunate that my career at SickKids has been dynamic and full of professional growth. I've greatly appreciated the opportunity to take on several different roles and witness the various systems that work to ensure our patients and families receive the highest quality care. Most recently I have enjoyed orienting the newly hired RNs to the amazing SickKids culture. These nurses bring enthusiasm for learning, fresh ideas, and passion for paediatrics that is extremely inspiring.

– **Chantal Campbell**, Interprofessional Education Specialist

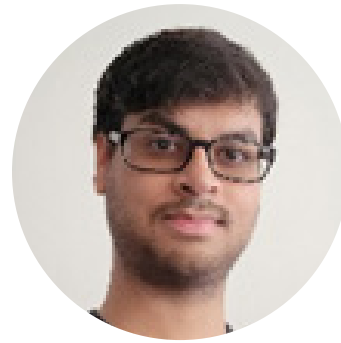
All About Our Learners





“My time at SickKids was an extraordinary learning experience that profoundly shaped my journey as a registered dietitian. The guidance and mentorship provided by my preceptors were invaluable, equipping me with the necessary skills and knowledge to excel in my career. The incredible families and patients demonstrated resilience and strength, reminding me of the impact nutrition can have on a child’s health. My experience at SickKids has truly prepared me to make a lasting difference in the lives of those I serve.”

Yohana Ogbamichael
Dietetics Student



“Being a part of SickKids has been an amazing learning experience thus far! As someone whose work has been centered around working directly with communities, my time at the Learning Institute has shown me that there is more to it than meets the eye. Collaborating with the incredible Knowledge Translation team to support their projects has given me a better understanding of how I can use these skills to further my own career in public health.”

Ketan Persaud
Knowledge Translation Student



“Since coming to Canada, I interned at SickKids twice and it gave me an inside look in the hospital’s truly unique and dynamic environment. What I love about SickKids is the ability to work for children and their future and I’m grateful for all the learning opportunities given. My journey in Supply Chain has led me to hone and gain relevant skills, improve my personal development, and learn about Supply Chain’s broad responsibilities from logistics to data management, and their role in improving patient care.”

Rajvi Shukla
Student, Supply Chain Systems



“The Genome Diagnostics Team at SickKids has provided me with so many learning opportunities. The chance to actually perform techniques to a clinical standard has been an invaluable experience, allowing me to improve my lab skills and gain confidence in my own abilities. The opportunity to follow a sample from receipt in the lab all the way to reporting a clinical result has given me a complete picture of the role genetics technologists play within the healthcare team.”

Mae vanderKamp
Cytogenetics Student

Learner Metrics



1,336
residents and
fellows



387
medical
students



1,513
research students
and trainees



753
clinical and
corporate learners

Staff Continuing Professional Development Fund (SCPDF)

Through our SCPDF we support full- and part-time staff interested in pursuing a degree, diploma, or professional designation, as well as supporting staff attending conferences, workshops, and seminars. We also support internal educational events for groups of staff.

2023-2024 Funding Streams	Number of Applications Received	Number of Applications Approved	Approval Rate
Degrees/Diplomas/ Professional Designations/ Certificate Programs	275	256	93%
Conferences/ Single Non-Degree Courses	257	184	72%
Internal Educational Event	7	7	100%
Total	532	440	

SCPDF Profiles



“Your support has enabled me to pursue graduate studies in health science education and boosted my morale and commitment to SickKids as a nursing educator. Conferences and workshops have enriched my education allowing me to bring new insights and evidence-based practices into my education role – influencing policy changes, educating future nurses, conducting research and fostering collaboration with other healthcare professionals. Thank you for investing in SickKids staff.”

Erin Erlandson
Simulation Educator



“Without the support of this fund, I wouldn’t have had the opportunity to attend the Paediatric Clinical Trials Conference. Attending conferences and connecting with others who do similar work, has strengthened my relationships and betters the health of the children we care for. I’m grateful for this support. Thank you for investing in staff, professional development and child health.”

Christine Kowa
Clinical Research Project Manager



“Support allowed me to complete a Master’s degree while continuing to work full-time. I had the opportunity to complete a clinical research study within the population I work with – the findings of which will progress the nutrition treatment of children with intestinal failure. This would not have been possible without support from the SCPDF.”

Dianna Yanchis
Registered Dietitian



“Thanks to your support, I attended the Association for Vascular Access’ (AVA) Annual Scientific Meeting. I gained knowledge that allowed me to co-lead quality improvement initiatives in vascular access care at SickKids including the implementation of Long IV/ Midlines and the implementation of tissue adhesive. Thank you for the opportunity to attend conferences. I learn from others while sharing the great vascular access work already happening at SickKids.”

Darlene Murray
Interprofessional Education Specialist

By the Numbers



iLearn



188,601+
logins (approximately
517 daily users)



79,000
hours of learning



846
eLearning modules



1,867
blended learning classes



1,424
instructor-led classes

Academy Online



46
courses



3,813
hours



3,904
course completions

Health Science Library



295
literature searches
completed



1,514
inter-library loan
requests filled



38
library training
sessions offered

Simulation



6,870
participants



692
sessions



31,836.5
learner activity hours

Resuscitation Education



2,018
staff completed
Basic Life Support
Training in
346 sessions



686
families, community
members, and
non-clinical staff
completed CPR training

PALS

380
learners completed
Pediatric Advanced
Life Support
(PALS) training

PEARS

81
learners completed
Pediatric Emergency
Assessment, Recognition
and Stabilization
(PEARS) training

Preceptor Recognition



>900
inter-professional
preceptors supported
new staff and students

Paediatric Nursing Orientation



289
nurses oriented to
SickKids in 4 intakes

Clinical Externs



>70
clinical externs
oriented to support
clinical patient care

New Graduate Nurse Residency Program



50

new graduate nurses enrolled in program
in 4 intakes, since launching in 2022



10

graduates in
the first cohort



400

champions trained

Interprofessional and Nursing Education Courses



>800

registered attendees in
30 different themes of classes

Advanced Pediatric Cardiology Program



>130

interprofessional
participants

ECHO Epilepsy Across the Lifespan

FY 2023-2024	TeleECHO Sessions	In-person Learning Days
Number of learning activities	105	5
Hours of synchronous learning	105	20
Number of unique Project ECHO Epilepsy participants	507	59
Number of CPD hours awarded	1,883	356

Paediatric Project ECHO

FY 2023-2024	TeleECHO Sessions/Core Competency Sessions	In-person Learning Days
Number of learning activities	103	2
Hours of synchronous learning	130	17.25
Number of unique Paediatric Project ECHO participants	3,465	42
Number of CPD hours awarded	4,953	354

Paediatric Project ECHO participants reported improved knowledge in 93% of topics assessed, and improved self-efficacy in 91% of skills assessed, from baseline to 6 months, among individuals who attended at least one teleECHO session, across all specialties.

OUR VISION

Healthier children through teaching and learning.

OUR MISSION

Improve child health outcomes and systems of care worldwide through education.

PARTNERSHIPS

Realizing our vision will require close collaboration with our clinical and research partners, academic institutions, health care organizations, government, corporate partners, SickKids Foundation, and a vibrant community of children, youth, families, and faculty.



555 University Ave, Toronto, ON M5G 1X8

www.sickkids.ca