### Vision 2020

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<th>MISSION</th>
<th>VISION</th>
<th>VALUES</th>
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| The Association of Pediatric Program Directors (APPD) serves pediatric programs by leading the advancement of education to ensure the health and well-being of children. | Exemplary pediatric education. | The leadership is governed by these principles:  
  ✔ Leadership  
  ✔ Innovation  
  ✔ Collaboration  
  ✔ Scholarship  
  ✔ Engagement |

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![Diagram](Image)
Vision 2020

Development of Programs and Members

*Foster program development through supporting members in their professional development, academic advancement, career satisfaction and administrative activity.*

**Engagement of Members**
- Explore new methods to improve communication/awareness of APPD goals, achievements, programs, and benefits.
- Develop strategies to improve welcoming of new members.
- Optimize engagement of all members.

**Member Needs Assessment**
- Conduct needs assessment of member groups to identify their interests and priorities.

**Wellness & Resilience**
- Promote wellness and resilience of APPD members.

**Enhance Mentoring**
- Explore development of alternatives to current mentoring programs (i.e., coaching), considering hybrid models such as group mentoring, “big sib” program, etc. Consider certificates of completion for demonstrated successful mentoring: identify opportunities for mentoring through member personalized portfolios. Create FAQ.
- Enhance current mentoring initiatives.

**Enhance Leadership**
- Enhance curriculum to support professional development, including longitudinal pathways, APPD LEAD, Fall Meeting-Leadership, and develop interdisciplinary programming based on aspects of diversity.

**Diversity and Inclusion**
- Describe ways to enhance diversity and inclusion among program faculty, PDs, APDs, FPDs, Coordinators, and Chief Residents at individual institutions.
- Describe ways to enhance diversity and inclusion among APPD members and leadership.
- Describe ways to enhance diversity and inclusion in the residency and fellowship programs.

**Organizational Excellence**

*Maintain a dynamic organization with efficient and effective leadership that is responsive to its members.*

**Optimize Organizational Structure**
- Optimize the current structure (committees, task forces, PEGs, and regions) to optimize alignment with the organization and strategic plan and redesign core functions or purpose statements and charges as indicated.
- Develop a process to receive, prioritize and balance the grass roots interests of the members while efficiently addressing strategic plan.
Vision 2020

Technology
- Assess current technology infrastructure, advise and recommend priorities for future investment in the technology necessary to support association functions.
- Communicate with other project teams as they develop Vision 2020 to develop an inventory of potential areas for investment.

Leadership & Collaboration
*Advance graduate medical education through engagement and collaboration.*

Vision for Pediatric GME Training in 2020
- Identify areas for enhancing pediatric GME training to best meet the needs of children and produce pediatricians equipped to evolve with changing needs.

APPD Influence and Representation
- Identify organizations with mutual interests in pediatric education and public policy development.
- Establish representation in related organizations to develop credibility, increase focus on APPD agenda, and to identify opportunities for collaboration.

Business Model
- Create a business model to explore the development of Pediatric education products; intellectual property (IP) protected, revenue generating, supporting sustainable exemplary pediatric GME.

Research & Scholarship
*Facilitate rigorous educational research, application and dissemination of best practices in GME which will lead to enhance the quality of future general and subspecialty pediatricians.*

Research Strategic Plan and Priorities
- Identify research priorities for the organization.
- Create an exploratory project team charged with identifying gaps and developing strategy to develop pediatric educators as researchers.

Development of Research Capabilities
- Explore opportunities to expand research capacity by leveraging other organizations and existing APPD resources.