



LEARNING INSTITUTE

S T R A T E G Y
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SickKids® | 2030

LEADERSHIP MESSAGE



A handwritten signature in black ink, appearing to read 'Lennox Huang'.

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



A handwritten signature in black ink, appearing to read 'K. McMillen'.

Kelly McMillen
Executive Director, Learning Institute

Built from the perspectives of our vibrant learning community, we are pleased to present to you SickKids Learning Institute's 2025-2030 strategy.

At the SickKids Learning Institute, we ignite the future of child health through transformative education. Rooted in compassion, innovation, and inclusion, we empower learners, educators, patients, and families to co-create knowledge that transcends boundaries. We champion precision learning, progressive approaches, and global collaboration to prepare a future-ready paediatric workforce. By embedding education across the academic health sciences, we fuel a learning health system, accelerating discovery and translation to impact. Our commitment to equity, psychological safety, and lifelong learning fuels a culture where every voice matters. Together, we reimagine education—not as a service, but as a movement driving global impact for healthier children and a better world.

Learn boldly. Teach boundlessly. Transform together.

THE SICKKIDS LEARNING COMMUNITY

Education and Learning at SickKids

As a core element of SickKids' mission, education is advanced by multiple groups across SickKids, collaborating with the aim of improving experiences and outcomes for all learners, as well as patients and families.





LEARNING INSTITUTE ACTIVITIES

The Learning Institute provides transformative learning experiences to staff, students, patients and families, and the community, through a variety of activities that include:

Applied Change Management

Clinical Coaching & Mentorship

Community Outreach

Conference & Event Management

Continuing Education & Professional Development

Curriculum Development

Digital Learning

Evidence Based Learning & Innovation

Faculty Development

Health Professions Orientation

Knowledge Translation

International Education & Capacity Strengthening

Organizational Initiative Support

Patient & Family Education

Policy & Practice Implementation

Program Evaluation

Simulation

Virtual Education

LOOKING BACK: 5-YEAR IMPACT OF THE LEARNING INSTITUTE



Staff Continuing Professional Development Fund (SCPDF)

3,000+ staff were supported to participate in educational events through this fund or group level



Preceptor Recognition Program

4,600+ interprofessional staff participated in the program and contributed to the professional development of others at SickKids



Paediatric Nursing Orientation (PNO)

1,330+ nurses were hired to SickKids



Learners

3,400+ clinical and corporate learners
6,900+ research students and trainees
6,960+ residents and fellows
1,650+ medical students



Simulation Program

30,600+ participants were supported through 3,270+ sessions, equating to 126,824+ hours of learner activity



Interprofessional and Nursing Education Courses

200+ different themes of classes offered with 10,800+ attendees



iLearn

919,060+ logins (~500 daily users) accounting for 323,920+ hours of learning



Graduate Nurse Residency Program

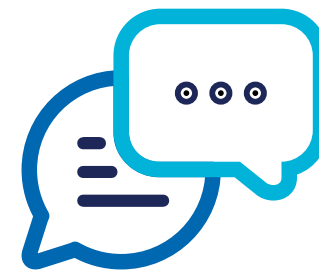
100 new graduate nurses enrolled in the program since its inception in 2022

HOW WE GOT HERE



203

Staff survey
responses



7

Staff focus groups



420

Learner
engagement
surveys



17

Patient, family, and
caregiver surveys

INSPIRATION FROM MANY VOICES

“Innovation and scholarship set us apart, including our education programs for future innovators.”

“Two areas should be prioritized - the use of AI as a tool for clinical decision support & training for healthcare leaders in essential skills (e.g., wellness-centred leadership; coaching).”

“SickKids emphasizes growth and excellence in their values and mission, it would be beneficial for employees to have access to more opportunities to grow knowledge and skills in their current roles and engage in continuous learning opportunities that are embedded within their job capacities.”

“Nursing staff is dedicated to providing comprehensive and safe care; amidst increasing patient complexity and innovative changes to practice, more time and resources are needed to account for the changes in educational approaches for the new generation of learners in the organization.”

“More case-based discussions and formal teaching, all else is wonderful. The team is already encouraging us fellows to take on more clinical leadership.”



ALIGNMENT TO SICKKIDS 2030

The Learning Institute’s capabilities to drive continuous learning are interwoven within SickKids.
The Learning Institute’s strategy will advance the learning aims of SickKids 2030 across all the Strategic Directions and Key Enablers.



Learning Institute Strategy 2025-2030



Advance the Era of Precision Learning

- Enhance partnership with patients, families, and those with lived experience in the design and delivery of education
- Prepare the local and global child health workforce for evolving clinical paradigms and emerging technologies, including AI
- Advance individualized learning with human-centred, adaptive, and AI-augmented approaches



Elevate Quality of the Learning Experience

- Diversify and scale immersive, experiential learning opportunities and environments
- Embed design thinking, human factors, and emerging instructional approaches to evolve learning practice
- Leverage analytics, evaluation, and research to enhance program development and impact



Unite and Amplify the Education Community

- Align programs and academic partners around common goals and learner experiences spanning research, education, and clinical training
- Equip educators with skills in technology-enhanced learning, inclusive teaching, and coaching
- Energize the education community with opportunities for career development, innovation, and scholarship

Key Enablers

A focus on equity

Education technology

Internal and external
partnerships

As leaders in child health, we partner locally and globally to improve the health of children through the integration of care, research and education.

Compassion

Integrity

Collaboration

Inclusion

Innovation

Excellence



ADVANCE THE ERA OF PRECISION LEARNING



Our objectives:

- Enhance partnership with patients, families, and those with lived experience in the design and delivery of education.
- Prepare the local and global child health workforce for evolving clinical paradigms and emerging technologies, including AI.
- Advance individualized learning with human-centred, adaptive, and AI-augmented approaches.

How will we advance the era of precision learning across SickKids and beyond?

We recognize that meaningful partnerships with patients, families, and those with lived experience enrich health-care education by grounding it in real-world perspectives.

By equipping the child health workforce with the skills to navigate emerging technologies and shifting clinical paradigms—locally and globally—we ensure care remains relevant and responsive.

Advancing individualized, human-centred, and AI-augmented learning unlocks the full potential of every learner, fostering a more agile, empathetic, and future-ready health-care system.

Students interested in healthcare careers learn how to create customized, cost-effective clinical training tools using 3D printing and silicone casting.



Smudging is a sacred Indigenous practice that uses traditional medicines—such as sage, cedar, sweetgrass, and tobacco—for purification and prayer. Interactive tabletop simulation exercises support staff learning about the Smudging Ceremony policy and process, while fostering cultural awareness and respectful understanding of the ceremony.

ELEVATE QUALITY OF THE LEARNING EXPERIENCE



Our objectives:

- Diversify and scale immersive, experiential learning opportunities and environments.
- Embed design thinking, human factors, and emerging instructional approaches to evolve learning practice.
- Leverage analytics, evaluation, and research to enhance program development and impact.

How will we elevate the quality of the learning experience for every single person?

We believe that immersive, experiential learning is essential for developing confident, capable health-care professionals who can thrive in complex, real-world environments.

Through data-driven insights, rigorous evaluation, and research, we ensure our programs deliver meaningful, measurable impact—advancing both individual development and system-wide improvement.

By embedding design thinking, human factors, and emerging instructional practices, we create learning that is more intuitive, inclusive, and aligned with how people truly grow and perform.



UNITE AND AMPLIFY THE EDUCATION COMMUNITY



Our objectives:

- Align programs and academic partners around common goals and learner experiences spanning research, education, and clinical training.
- Equip educators with skills in technology-enhanced learning, inclusive teaching, and coaching.
- Energize the education community with opportunities for career development, innovation, and scholarship.

How will we unite and amplify the power of the education community?

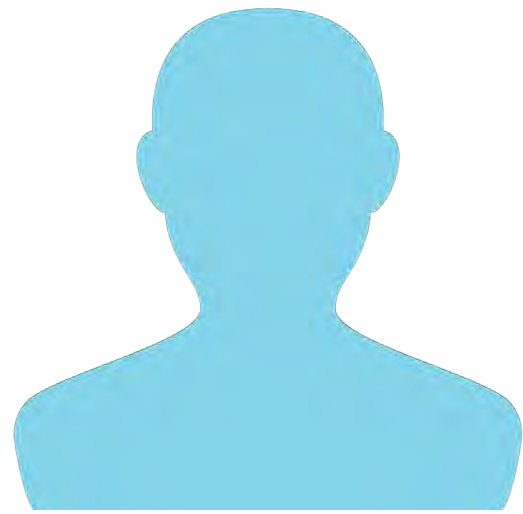
We create greater impact by aligning academic and clinical partners around shared goals and cohesive learner experiences that bridge research, education, administration, and clinical care.

Through purposeful support for career growth, innovation, and scholarship, we energize the education community and cultivate a vibrant culture of continuous improvement and excellence.

By equipping educators with inclusive, technology-enabled teaching strategies and strong coaching skills, we elevate the learning environment for all.

An interprofessional team uses simulation to practice their response to a trauma activation involving coordination between the initial receiving hospital care team, Ornge, and SickKids.

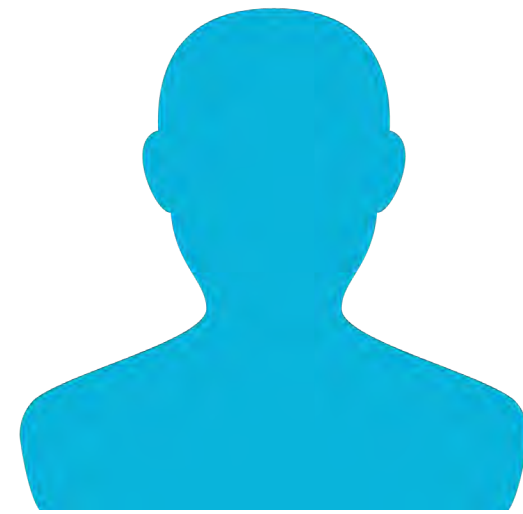
LEARNERS OF THE FUTURE



Jordan, Corporate Student

Jordan works in operations and first heard about the Learning Institute during a team huddle, when their manager mentioned a new leadership development series. Curious, Jordan signed up for a course on strategic thinking and was surprised by how interactive and relevant it felt. “I didn’t expect simulations and real-world case studies,” Jordan says.

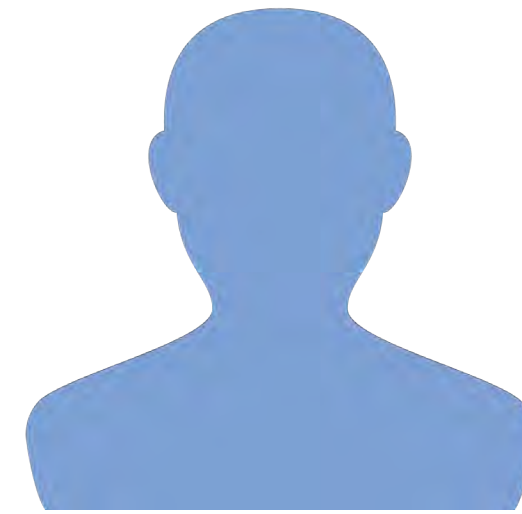
They now log into iLearn, exploring modules on equity, digital transformation, and project management. “It’s helped me see how my work connects to patient care—even if I’m not on the clinical side,” Jordan reflects.



Priya, Clinical Staff

Priya is a paediatric nurse who remembers her first week at SickKids like it was yesterday—navigating paediatric nursing orientation, meeting her preceptor, and feeling both nervous and inspired. “The Learning Institute was my anchor,” she says.

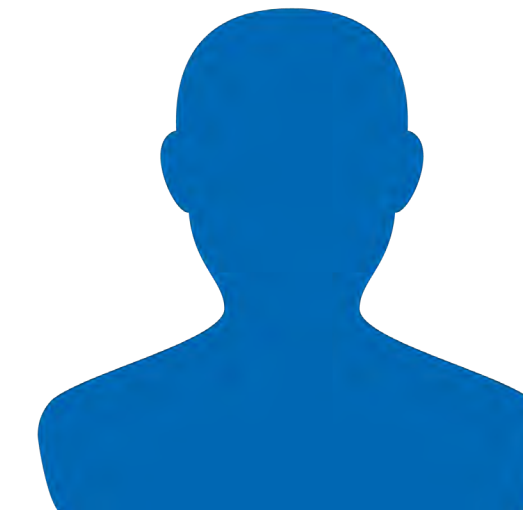
Through simulation labs and interprofessional workshops, Priya built confidence in her clinical judgment and communication skills. She recently completed trauma-informed care training and now mentors new nurses through the Mentorship Academy. “It’s more than just learning—it’s growing with purpose,” Priya shares.



Luis, International Learner

Luis came to SickKids from Brazil to complete a fellowship in paediatric oncology. He discovered the Learning Institute through a global education portal and was drawn to its immersive training and mentorship opportunities. “I felt the pressure of adapting to a new system,” Luis admits, “but the onboarding was welcoming and thoughtful.”

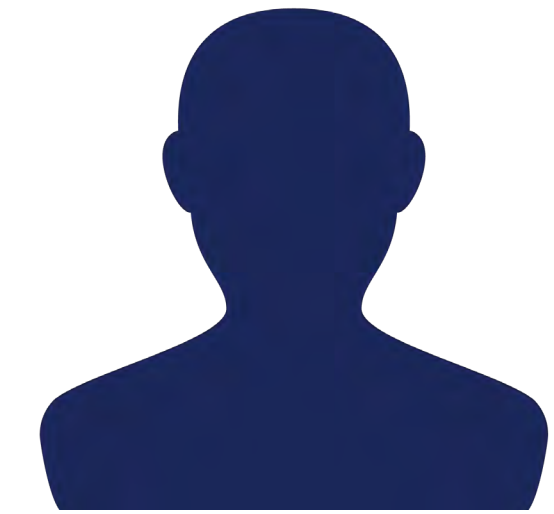
He joined a mentorship circle with other international learners and now contributes to a virtual case study series that bridges clinical practices across countries. He plans to bring these insights back home to improve care for children with cancer.



Simone, Community Physician

Simone is a paediatrician working in Scarborough. She first connected with the Learning Institute after attending a webinar on developmental screening. “I didn’t expect a place as specialized as SickKids to offer something so relevant to my practice,” she recalls. That one session led her to a co-designed learning series with SickKids educators and family partners.

Simone now regularly joins virtual workshops and collaborates on community-based simulation modules. The tools and approaches she’s gained have helped her better support families and respond to trauma with compassion and confidence.



Amina, Family Member

Amina first discovered the Learning Institute while searching for resources to help her daughter, who had just been diagnosed with a rare condition. Through AboutKidsHealth, she found a video that explained her daughter’s treatment in simple, reassuring language. “It felt like someone finally understood what I was going through,” she remembers.

That moment sparked her journey—not just as a parent, but as a learner. She joined a workshop for families, then co-designed one herself. Now, Amina mentors other parents and helps shape educational programs for staff and caregivers. Through storytelling and advocacy, Amina helps build a learning environment where families are seen, heard, and empowered.



DEFINITIONS

Clinical Paradigm: A model or approach to care delivery that guides how clinicians diagnose, treat, and interact with patients, which evolves over time in response to new evidence, technologies, and patient needs.

Design Thinking: A creative, iterative problem-solving method that emphasizes empathy, collaboration, and experimentation to develop effective, user-focused solutions in healthcare and education.

Educator: Anyone involved in supporting learning and development, including clinicians, researchers, patients, families, and staff who contribute to formal or informal education across the hospital.

Education Community: A diverse network of individuals engaged in teaching, learning, mentoring, and knowledge exchange within and beyond the Enterprise, including academic partners and lived experience contributors.

Human-Centred: An approach that prioritizes the needs, experiences, and values of people—patients, families, learners, and staff—in the design of care and education systems.

Human Factors: The study of how people interact with systems, tools, and environments, used to design safer, more efficient, and user-friendly health care and learning experiences.

Inclusive Teaching: Teaching practices that actively recognize and accommodate diverse learner backgrounds, needs, and abilities, fostering equitable access and participation in education.

Precision Learning: The tailoring of educational experiences to the unique characteristics, needs, and contexts of individual learner, using data, technology, and adaptive systems to deliver the right education at the right time.

Scholarship: The rigorous and reflective process of creating, applying and sharing knowledge that advances educational practice and improves health outcomes.