

Education Strategic Plan 2025 – 2028

Educating
for tomorrow

Welcome to our Education Strategic Plan 2025–28

Unity Health Toronto is pleased to share its Education Strategic Plan 2025–28: Educating for tomorrow. By investing in our teachers and learners, we are equipping the next generation of professionals for the future of healthcare. Education is part of the foundation of Unity Health and enables excellence in everything we do.

We strive to be the employer of choice, and to support the development of our learners, patients and families, staff, and physicians in the changing landscape of healthcare and health professions education. By creating learning experiences that are unique to Unity Health, enabling our teachers and preceptors to develop as educators, and investing in systems for a sustainable future, we support today's learners to become tomorrow's health professionals, who are more likely to be inspired to join us as future colleagues.

Our goal is to create the most effective and compassionate care experiences for patients and families by integrating equity principles into our teaching and learning environment, and ensuring that everyone feels valued. This isn't about doing everything—it's about doing the right things, really well. Achieving this requires forward-thinking approaches that prepare our future health professionals to adapt to new technologies, navigate ever-changing environments, and maintain compassionate human connections.

A sincere thank you to the learners, staff, physicians, patients and families, and valued partners who contributed, and for joining us on this journey. Together, we are reimagining teaching and learning.

Sincerely,



Beverly Bulmer
Vice President, Education



1,000

This strategy was shaped by the insights and experiences of 1,000 voices—including learners, staff, physicians, patients and families, and valued partners. Their collective input has helped build a bold, inclusive vision grounded in collaboration, compassion, and a shared commitment to the future.



Principles that drive our strategy

The principles below will guide how we implement our strategic initiatives. While the ways these principles are embedded and enacted may vary across initiatives, they are core to how we will bring our strategy to life and live our values through our work.

Equity

Building on Unity Health's priority of being a leader in health equity, we will integrate an equity lens into all aspects of the strategy.

Integration

Our interconnectedness is our strength and we will integrate our approach wherever possible, breaking down siloes and creating unique opportunities.

Co-creation

We will partner with patients and their chosen families, as well as learners, to deliver the best teaching and learning experience.

Achievability

The initiatives are designed to be achievable, sustainable, data-driven, and measurable. In doing so, we can commit to bringing this strategy to life.



"The guiding principles and the importance placed on equity, interconnectedness and achievability are key underpinnings to the Strategy. However, the focus on co creation where Unity Health Toronto will partner with patients and their chosen families as well as learners to deliver the best teaching and learning experience really resonates with me. I am proud to have been given the opportunity to contribute to this important work."

Judi Richter Jacob

Patient and Family Partner and Member of the Education Strategic Planning Steering Committee

Educating for tomorrow

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Mission

Education is foundational to everything we do at Unity Health Toronto. By integrating equity, collaboration, and sustainability into healthcare education, we create transformative learning experiences, inspire the educators for tomorrow, and build robust systems to deliver world class, compassionate care for our patients and their families —today and tomorrow.

Creating Exceptional Learning Experiences

We will develop, test, and evaluate new ways of teaching and learning to create opportunities unique to Unity Health. Learners, and teachers, will benefit from curriculum that equips them to address inequities and integrate emerging technologies.



"As a medical student, I was extremely honoured and excited to join the Education Strategic Planning Steering Committee at Unity Health. One of the most meaningful takeaways from this enriching experience was recognizing the value of diverse perspectives in shaping educational priorities. Engaging clinicians, patients and families, and administrative leaders offered important insights into the unique culture and learning opportunities at Unity Health. I hope that all learners can benefit from the new educational priorities and feel empowered to share their voices to further enhance a culture of inclusive education."



— Natalie Chen

Medical Student, Class of 2026,
University of Toronto

Inspiring Teachers For Tomorrow

We will create an environment that enables teachers to excel in their education roles. By integrating patients and families as essential partners and leveraging technology, we will enhance learning experiences, and prepare healthcare professionals to meet the challenges of tomorrow.



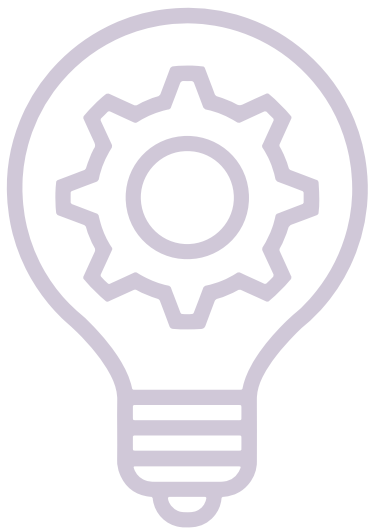
"Our clinical teachers are shaping the future of professional practice and education, patient and family outcomes, and our health system as a whole. The Teaching Academy will empower our teachers to innovate and adapt. This will ultimately build their capacity to apply teaching strategies to novel scenarios within our ever-evolving clinical environments."



— Judy Pararajasingham
Nursing Education Manager

Building Sustainable Structures & Systems

We will build structures that support data-informed decision-making to modernize how we design, deliver, and evaluate education for impact. We will identify new and equitable ways of sustaining our educational capacity and growth.



"The line between data that people find valuable and data that people find wasteful is presently defined by corporations, opinion, and AI algorithms. They've missed the mark. We will redraw the line based on research, education, and being sure healthcare professionals and patients see themselves and their futures in those data."



— Ryan Brydges
Director of Research, Allan Waters Family
Simulation Centre

Key initiatives



Creating Exceptional Learning Experiences

Develop and test new models of clinical education

- In partnership with our academic partners, patients and families, and learners, we will explore new models for clinical placements for our learners. Integrated, longitudinal placements across Unity Health sites will enable learners to see the patient care journey across the continuum of care and better understand outcomes of care. Innovative curriculum will include empowering learners to interrogate and disrupt inequities, and unique opportunities to experience data science and analytics.



Inspiring Teachers For Tomorrow

Create an integrated teaching academy

- Collaboratively, we will create a teaching academy at Unity Health that builds from our current foundation and focuses on developing adaptive, effective, and high quality teachers. Embedding principles of equity, reflexivity, and adaptive expertise will prepare our teachers to educate the healthcare professionals of tomorrow today.



Building Sustainable Structures & Systems

Build sustainable data environments

- The creation of an integrated repository for education data will position us to connect learning and healthcare outcomes. An integrated approach to data management and analysis will prepare us to leverage big data analytics to make data and equity informed decisions.

Explore new revenue models and partnerships

- We will create and deploy a business model that sustains and grows our educational capacity in an equitable way. We will ensure that we embed equity and emerging technology into our choices as we think critically about with, who and how we partner and how we fund our educational efforts.



Focused forward, together

This strategy narrows our focus to areas that will elevate how we deliver world-class, compassionate care to our patients and their families. We are making education as innovative and compassionate as the care we deliver.

Our commitment to excellence in supporting teachers and learners across Unity Health remains unwavering. We will continue to be system leaders in creating environments conducive to teaching and learning and continue to support Unity Health-wide education priorities.

This strategic plan is a living roadmap — ever-evolving. It calls on each of us to collaborate, adapt and move forward together. With commitment and collaboration, our future shines bright with possibility.

Thank you.

Thank you to everyone that contributed to developing this Education Strategic Plan and for joining us on this journey.



Thank you to the members of Unity Health Toronto's Education Strategic Planning Steering Committee for their dedication and input:

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Thank you for your continued support

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