Grounded in Mission, Shaping the Future

The Foundation for Medical Practice Education Strategic Plan 2026–2030

The Foundation for Medical Practice Education

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FMPE
In Context

The Foundation enters its next strategic cycle with a clear focus: to remain **grounded in our mission** while **shaping the future** of medical education and clinical practice. For more than thirty years, we have supported our members in translating new knowledge into meaningful change at the front lines of primary care. That commitment remains steadfast—but how we deliver on it continues to evolve.

As the healthcare landscape grows more complex, the Foundation is embracing innovation, collaboration, and continuous improvement to ensure our programs not only meet members' needs today but also anticipate tomorrow's needs. This forward momentum builds on the strong foundation laid during the 2022–25 period, when we modernized our brand, strengthened our marketing and communications, and enhanced the accessibility and impact of our peer programs.

The next chapter of the Foundation's journey is one of renewal and ambition. By combining evidence-based practice with person-centred innovation, we will continue to elevate the quality of care delivered by our members and the learning experiences that sustain them.

Grounded in mission and guided by shared purpose, the Foundation is poised to shape the future of continuing medical education—fostering a vibrant national community of physicians dedicated to excellence, collaboration, and lifelong learning.

Our Strategic Priorities

Ensure long-term organizational sustainability by fostering a collaborative & adaptable environment that enables and supports strategic change

To ensure long-term sustainability, FMPE will focus on expanding and diversifying membership, enhancing staff development and retention, and strengthening governance. This is the organization's primary objective, with a focus on stability through 2030 and beyond.

It is consistently reflected in all program areas—ensuring longevity, financial health, and maintaining program quality. This will be achieved through a collaborative, inclusive culture that supports change, fosters innovation, and promotes continuous improvement across all levels of the organization.

By continuing to cultivate a positive environment, FMPE will continue to grow into a dynamic community that its staff, Board, members, and directors are proud to champion.

Increase National Awareness & Participation in the Residency PBLP

Continue to promote the Residency PBLP through communications, national presentations, and peer-to-peer advocacy.

Further strengthen engagement by highlighting the impact on residents, streamlining access, and expanding facilitator capacity.

Leverage partnerships with teaching sites and academic leaders to embed the program more deeply and position it as a model for residency learning nationwide.

Strengthen Marketing & Communications Outreach

FMPE will expand on the solid marketing and communications foundation established through the 2022–25 plan, which included a new brand identity, website, marketing materials, and social media presence. The focus is on increasing membership while further engaging current members. As part of this, marketing and communications should aim to solidify the FMPE brand in the broader community as a leader in primary care practice-based learning and CME offerings.

From 2026 to 2030, efforts will focus on expanding the website to better serve distinct audiences, improving member conversion, and tailoring messaging to specific stakeholder groups. Social media outreach will be developed, with a focus on video content to enhance engagement and reach where feasible.

Our Marketing Committees will guide the development of new strategies and opportunities to elevate FMPE's visibility, foster a strong national community of practice, and position the organization as a leader in residency training and continuing medical education, thereby reflecting our core values of excellence, lifelong learning, equity, and sustainability.

Enhance Quality Improvement Approach

FMPE will strengthen its organization-wide Quality Improvement (QI) approach by embedding the Plan-Do-Study-Act (PDSA) methodology across all operational, programmatic, and administrative functions.

QI principles have already guided major initiatives — including module modernization, interactive delivery, paperless systems, and process consolidation. The next phase (2026–2030) will focus on formalizing measurable outcomes, evaluating the impact of recent program changes, assessing demand for QI-related offerings, and closing process gaps identified during documentation streamlining.

Mission, Vision, and Core Values

GROUNDED IN MISSION, SHAPING THE FUTURE
THE FOUNDATION FOR MEDICAL PRACTICE EDUCATION
STRATEGIC PLAN 2026–2030

The Foundation for Medical Practice Education

Mission

The Foundation for Medical Practice Education (FMPE) is the original Canadian not-for-profit to offer ongoing practice-based learning programs created by family physicians for family physicians. FMPE's programs are evidence-based, supportive, flexible and focused on practice change to enhance patient care.

Vision

To provide family physicians with the means to maintain and enhance professional knowledge and to integrate that knowledge into practice.

Core Values

Excellence

We strive for excellence in the creation and delivery of our programs. This involves rigorous development of evidence-based materials delivered through research-based educational approaches. Our process also includes careful consideration of the ethical dimensions of our programming.

Lifelong Learning

Beginning in residency and continuing throughout their career, we empower family physicians to develop the knowledge, skills, and attitudes required to change practice, thereby optimizing patient care.

Community Of Practice

Primary care in Canada is becoming increasingly team-based and interdisciplinary. From Primary Care Networks in Alberta, to Family Health Teams in Ontario, and Family Medicine Groups in Quebec, Nurse Practitioners and Physician Assistants are delivering comprehensive, patient-centred care alongside family physicians.

While FMPE's educational offerings were originally designed for family physicians, the program has evolved to include primary healthcare providers, such as Nurse Practitioners, Physician Assistants, Pharmacists, and International Medical Graduates (IMGs), whose perspectives enrich every learning session.

Across all our programs, FMPE supports members in forming communities of practice, facilitated by trained peers. These groups create safe spaces to reflect on individual practice, benchmark against best practices, and address knowledge gaps. By fostering engagement, collaboration, and personal growth, these communities help all members—physicians and allied providers alike—navigate professional challenges while learning from one another.

Sustainability

As a not-for-profit, our focus is on environmental, economic, societal and organizational best practices. This encompasses practical tools, resources, strategies and techniques to develop sustainable working environments that enable a less carbon-dependent future.

Equity, Diversity, Inclusion & Accessibility (EDIA)

EDIA is not a stand-alone initiative at the FMPE—it is woven into the fabric of who we are and how we learn together. By ensuring that diverse voices, perspectives, and lived experiences inform every stage of our programs, we enrich both the content we deliver and the community we serve.

Through advisory committees, surveys, and feedback channels, we regularly gather insight from across cultural, social, and demographic lines. This commitment ensures that our modules, small group learning, webinars, and communications reflect the realities of family physicians practicing across Canada.

Our module development process exemplifies this ethos: every resource undergoes rigorous review by family physicians, followed by content experts and specialists, ensuring both clinical excellence and diverse perspectives. Accessibility is prioritized across formats—print, digital, and interactive—with features such as navigational bookmarks, accessible fonts, and design standards that aim to meet learners' needs.

There is an ongoing focus on the use of inclusive language, supported by regular discussions on the most appropriate and respectful ways to express ideas. In parallel, there is a continued emphasis on increasing the diversity of cases across a range of parameters, with particular attention to representing different perspectives based on province and practice setting, including rural and urban contexts. Module topic selection also reflects this commitment, with examples such as the Indigenous health module designed to address diverse populations and support culturally informed, inclusive learning.

Small group learning remains the heart of FMPE. Groups bring together members with different practice contexts, patient populations, and lived experiences in a supportive environment where consensus is not required, but open, reflective dialogue is encouraged.

By 2030, FMPE envisions a community of practice where every member feels represented, supported, and empowered to grow — where EDIA is not only a value but a lived experience that defines how family physicians learn, lead, and practice together.

Our Organization

Historical Background of FMPE

The Foundation for Medical Practice Education (FMPE) has been supporting family physicians since 1997, making continuing medical education both engaging and practical. Originally created to support small group learning in 1992 under the leadership of Dr. John Premi at McMaster University, the Practice-Based Learning Program has grown over the past 30 years to now include both group and individual learning, with the flexibility of online learning. Through this evolution, it has remained true to its innovative spirit—helping our members learn and adapt in ways that enhance their practice.

General Collaboration

Since 1992, FMPE's programs have been certified by the College of Family Physicians of Canada (CFPC) for Mainpro+ credits. On occasion, FMPE collaborates with relevant Canadian organizations to produce modules. As such, we are open to exploring collaborations that make use of our modules while carefully evaluating all potential partnerships to ensure alignment with our mission, vision, and values. Pharmaceutical companies and other for-profit organizations are not involved in producing FMPE modules so that FMPE remains non-biased.

Board of Directors

FMPE's Board of Directors brings together a wide range of voices, including current program members, faculty from McMaster's Department of Family Medicine, national chairs of family medicine, and an academic representative from another Canadian university. The Board also includes a non-physician director-at-large, along with representation from family medicine residents and physicians in their first five years of practice. Together, they provide the insights and leadership that help shape the organization—both today and for the future.

Scotland

The growth of PBLP in Scotland has been nurtured by the FMPE in Canada, and this relationship has represented a mutually beneficial model of international collaboration. The two programs continue to work together to explore educational materials, to share research findings and advance strategies to enhance the implementation of new knowledge into practice.