



OAFP STRATEGIC PLAN

2023 - 2026



OHIO ACADEMY OF
FAMILY PHYSICIANS

HOW THE PLAN WAS DEVELOPED



The Ohio Academy of Family Physicians' (OAFP) Board of Directors convened a Workgroup of family physician leaders to guide the development of the strategic plan in partnership with OAFP staff and a contract facilitator.

Over several months, staff and members of the Workgroup administered a member wide survey, created a comprehensive environmental scan, and conducted one-on-one member interviews with physicians that represent family medicine at every career stage and in various practice settings. The Workgroup concluded their work during a full-day planning retreat where strategic objectives were determined and the OAFP's mission, vision, and values were reconfirmed.

In April 2022, the 2023 - 2026 Strategic Action Plan was adopted by the OAFP Board of Directors and is now a living document that will continue to evolve to meet the needs of our diverse membership.

A special thanks to strategic planning workgroup members:

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Mike Sevilla, MD - Chair

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LOOKING FORWARD

MISSION ◀

To improve the health of patients by advocating for and advancing the specialty of family medicine and providing valuable solutions to the diverse needs of members.

VISION ◀

Recognizing family medicine's unique role in improving the health of all Ohioans, the OAFP will:

- Be viewed as the authority in primary care and trusted voice on family medicine issues.
- Be recognized as the leading advocate and primary source of support for members and patients in the changing healthcare landscape.
- Be champions of Diversity, Equity & Inclusion.
- Empower family physicians to achieve professional excellence and personal satisfaction.
- Ensure a workforce sufficient to provide every Ohioan with access to a personal family physician.
- Be a model organization on the regional, state, and national levels through visionary leadership.

VALUES ◀

Our work is guided by fundamental values that inform what we do and direct our work.

- Whole patient-centeredness: We always consider what is in the best interest of patients and the ability of our physicians to provide care for the whole patient.
- Physician excellence: We champion best practices and evidenced-based methods to provide outstanding patient care.
- Integrity: Our physicians and partners can rely on the soundness of data and information we provide.
- Collaboration: We consider the broad spectrum of interests of our members and collaborate effectively with peer organizations to enhance the quality of care for all Ohioans.
- Leadership: We believe that visionary physician leadership is critical to influencing the future direction of healthcare delivery.

2023 - 2026

STRATEGIC GOALS & OBJECTIVES

GOAL 1:

Advance initiatives that empower OAFP members to thrive and be recognized by the value that family physicians bring to the healthcare infrastructure.

Objective 1: Create a family medicine leadership initiative that reaches members at all levels of their careers through educating and supporting members in relevant areas.

Objective 2: Create five new partnerships by the end of 2026 to promote and/or pilot innovative compensation models for family physicians and their care teams.

Objective 3: Increase the number of family medicine residency slots in Ohio by 10% before the end of 2026.

Objective 4: Increase the retention rate of graduating family medicine residents who stay in Ohio to practice by 10% before the end of 2026.

GOAL 2:

Assist family physicians in becoming champions of population health and influencers of health equity within their communities.

Objective 1: Improve members' level of understanding and involvement with population health and Diversity, Equity & Inclusion (DEI).

Objective 2: Investigate strategies to improve OAFP's DEI within the organizational structure to foster prepared leaders.

Objective 3: Increase funding and/or payment to family physicians and their care teams who provide population health in their communities.

GOAL 3:

Ensure all members receive value for membership through meaningful engagement experiences and OAFP's unwavering commitment to cultivate professional satisfaction.

Objective 1: Develop and maintain effective communications that inform, inspire, and activate members.

Objective 2: Provide high value clinical education and quality initiatives that drive member engagement at all stages of the family medicine career continuum.

Objective 3: Demonstrate the value of family medicine as the cornerstone of a high-quality healthcare infrastructure through legislative and regulatory advocacy.

Objective 4: Provide varied leadership opportunities and support for members who are ready to lead.

GOAL 4:

Support the OAFP Foundation's mission to ensure that Ohio has a sustainable family physician workforce.

Objective 1: Align strategic priorities outlined in Goals 1-3 to support the OAFP Foundation's efforts to bolster student member engagement.



ORGANIZATIONAL STRUCTURE

PILLARS OF STRATEGIC ACTION:

Education | Communication | Advocacy | Leadership

*Advancing our mission from these
four pillars of action.*

I. EDUCATION

- Family Medicine Workshop Workgroup
- CME & Performance Improvement Resource Team
- Family Medicine Leadership Initiative Workgroup
- Meaningful Engagement Experiences Workgroup & Family Medicine Celebration

II. COMMUNICATION

- Awards Workgroup
- Communications Resource Team

III. ADVOCACY

- Practice Resource Team
- Public Policy Committee

IV. LEADERSHIP

- Board of Directors
- Executive Committee
- Bylaws Committee
- Finance & Audit Committee
- Nominating Workgroup
- National Action Workgroup
- Member Constituencies Workgroup
- Workforce Development Workgroup
- Diversity, Equity & Inclusion Workgroup