



# Strategic Plan Dashboard | 2024-2028

This strategic plan serves as a living document, designed to evolve as the Maine AAP progresses toward achieving the outlined goals. The plan emphasizes four priority areas that will serve as key focus areas through 2028: Physician Wellness, Healthy Mental Development, Substance Use, and Equity and Diversity. These were selected by the Board as they represent critical challenges and opportunities in ensuring the well-being of our member providers and the patients and families we serve.

While we remain open to new initiatives and projects, these priority areas will guide our strategic decision-making and resource allocation. Other committees and projects are encouraged to align their efforts with one or more of these focus areas, where applicable, to contribute to the overall success of our mission.

As the strategic plan progresses, the Board and Executive Director will formally assess annually and outline next steps and new goals to build on successes and continue to advance our priority areas through 2028. This approach ensures continuous evaluation and progress, and the flexible framework leaves room for refinement, additions, and adjustments as needed to remain responsive to the needs of providers and patients/families.



Goal #1	Objectives	Measures & Timeline	Status	
<b>Provider Wellness</b>  <b>Increase provider wellness and sustainability.</b>  (Wellness Wheel - appendix A)	1. Financial security for practice of pediatrics in Maine	Create Professional Sustainability Committee inviting members from BOD and membership , making sure we engage early 2-4 career pediatricians, by Fall 2024	COMPLETED	
	2. Advocate for payment reform, pay equity and parity	Create a committee charter, using the wellness wheel as foundation, by end of 2025.		
	3. Improve workforce recruitment/ retention	Obtain and evaluate current data around pay equity and parity by December 2025		
	4. Provide workplace support for pediatricians	Look for expertise from at least 3 sources such as AAP, other chapters, other organizations, ACO's, DHHS, by mid 2025		
	5. Encourage and support innovation	Find and engage 1-3 legislative champions for physician workforce and/or pay equity/parity during the 2025 winter session		
	6. Create a more diverse workforce and board using a DEI lens	Create or align with existing payment reform bill by Jan 2026		
			Develop middle school education program to increase interest in pediatric professions by 2026	



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## Goal #2

## Objectives

## Measures & Timeline

## Status

Goal #2	Objectives	Measures & Timeline	Status
<p><b>Healthy Mental Development</b></p> <p><b>Improve the healthy mental development of pediatric patients and promote the Maine Pediatric and Behavioral Health Partnership program.</b></p>	<p>1. Improve patient mental health Expand behavioral health resources and integration with primary and specialty care</p>	<p>Evaluate current care delivery and alignment with sub-specialists, and state entities such as Help Me Grow and identify 1-3 opportunities for improvement by mid 2025.</p>	
	<p>2. Integrate and collaborate with Dev Ped colleagues and child psychiatrists</p>	<p>Finalize charter and timeline for projects and collaboration efforts by January 2025, and seek one or more family voices/representation for committee by 2026.</p>	
	<p>3. Improve school based mental/behavioral health</p>	<p>Working with partner organizations, identify gaps in services for youth with intellectual and developmental disabilities, and advocate for solutions by early 2025.</p>	
	<p>4. Address lack of services for ID/DD</p>	<p>Create a mental health resource guide and additional education to expand resources available for providers and families. by mid 2025.</p>	
	<p>5. Evaluate early childhood support services</p>	<p>Evaluate current screening for high-risk behaviors &amp; suicidal ideation across the four larger health systems and identify process improvement opportunities by end of 2025.</p>	
	<p>6. Standardize and improve Trauma Informed Care (TIC)</p>	<p>Increase number of child psychiatrist committee members to a minimum of 6 members on the committee by early 2025 and collaborate with MMA and others on juvenile justice.</p>	
		<p>Streamline collaboration between child psychiatrists primary care providers and school based health clinicians and align with state efforts to improve school based health services and strategies around youth mental health. Ongoing 2024-2028.</p>	



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Goal #3

Objectives

Measures & Timeline

Status

## Substance Use

### Expand assessment and treatment for youth substance use

1. Improve screening and treatment of substance use – prenatal, through childhood, including the effects on infants & children
2. Address maternal SUD (include FAS)
3. Expand rapid assessment and treatment within Maine, aligning with partners including DayOne, hospital ED's, primary care

Evaluate current education, research, and policies around adolescent SUD treatment and collaborate with 2 - 3 expert sources by early 2025.

Educate all Maine providers about Prenatal Fetal Alcohol Exposure screening and treatment by disseminating resources through our website and educationally programming by end of 2025.

Improve communication with current partners (DayOne, DHHS, primary care practices, hospitals) and ensure understanding of the TREAT ME Now model of rapid response care, by mid 2025.

Expand our provider, school and parent partnerships using the TREAT ME Now model of rapid response care as the program rolls out through 2025 and 2026.



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## Goal #4

## Objectives

## Measures & Timeline

## Status

Goal #4	Objectives	Measures & Timeline	Status
<p><b>Equity and Diversity</b></p> <p><b>Ensure equity for our patients and diversity within our organization.</b></p>	<ol style="list-style-type: none"> <li>1. Meaningfully engage underrepresented groups.</li> <li>2. Encourage diverse representation among educators and learning topics using an equity lens.</li> <li>3. Diversify the Board to ensure range of backgrounds, length of career, ethnicity, and geographic location to reflect Maine's patient population.</li> <li>4. Ensure we're addressing the needs of New Mainer groups and Tribes</li> <li>5. Improve equity in care and access</li> <li>6. Work to address social determinants of health, including childhood poverty, housing, and environmental health.</li> <li>7. Ensure patients and families have access to accurate information when making healthcare decisions.</li> </ol>	<p>Identify missing stakeholders and gaps in representation for each committee by mid 2025.</p>	
		<p>Recruit 1 relevant stakeholder (parent, teen, minority groups, rural community member) to be involved with each major committee or project by end of 2026.</p>	
		<p>Seek feedback from 1-3 leaders of New Mainer groups and Tribes to determine how we can better address unique health priorities and concerns by mid 2025.</p>	
		<p>Proactively combat misinformation and disinformation targeted toward minoritized populations to offset resulting adverse health outcomes through 2025 and 2026.</p>	
		<p>Actively support and partner with health care systems and other organizations to improve equity in care and access to healthcare throughout the life of this strategic plan.</p>	
		<p>Promote approaches to improve equity and address areas of structural discrimination within MAAP bylaws, policies, guidelines and communications by 2026.</p>	