1. Vision: Formulate a vision for your setting
   a. What does your exemplary learning environment look like?
   b. What is the biggest obstacle or unaddressed need that stands in the way of that vision?

2. Approach: Work towards the vision.
   a. What goal do you want to work towards?
   b. Which quadrant in the Learning Environment Framework is the primary target in this work? (See Figure 1)
   c. What other quadrants do you need to address?
   d. Which strategy will you use (see Table 1)?
   e. How will this strategy be successful in your setting? (Think about stakeholders, needs, gaps, affordances, barriers in your setting.)
3. Implementation: Putting your ideas into action

**Implementation Plan**

<table>
<thead>
<tr>
<th>Steps/Tasks</th>
<th>People &amp; Resources needed</th>
<th>Timeline</th>
</tr>
</thead>
<tbody>
<tr>
<td>What steps are needed to accomplish your goal?</td>
<td>What do you need to complete each step towards the goal?</td>
<td>How much time do you need to complete each step?</td>
</tr>
<tr>
<td>1.</td>
<td></td>
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<td>2.</td>
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<td>3.</td>
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</tbody>
</table>
Figure 1: Four components of the learning environment: personal, social, organizational, physical and virtual spaces.

Table 1: Strategies to improve the learning environment*

<table>
<thead>
<tr>
<th>Class of influence</th>
<th>Specific Recommendations</th>
</tr>
</thead>
</table>
| Accreditation Regulations           | • Control of duty hours  
• Focus on well-being                                                                                                                                   |
| Curricular Interventions            | • Include content on well-being, adaptability, preparation for transitions, clarity of expectations and roles  
• Create continuity of experience    |
| Faculty/Staff Development           | • Conduct faculty/staff development workshops on learning climate, setting expectations, providing feedback, promoting well-being, serving as a positive role modeling, preparing for teamwork |
| Grading Practices                   | • Implement pass/fail grading system                                                                                                                   |
| Instructional Interventions         | • Establish positive interpersonal relationships and welcoming environment  
• Create a community of peers and peer coaching/teaching programs  
• Offer adequate supervision and feedback  
• Ensure support in times of transition  
• Emphasize meaning in work  
• Support emerging autonomy  
• Communicate clear expectations for learning and performance  
• Utilize blended learning methods  
• Eliminate mistreatment and disrespect |
| Placements, Physical and Virtual Space | • Create longitudinal placements  
• Consider rural, community placements  
• Provide adequate physical space for learning and patient care  
• Offer adequate on-line learning resources and virtual learning spaces |
| Support Services                    | • Create coaching, mentoring, peer support programs to support personal well-being, adaptability and resilience |