

**Society for Developmental and Behavioral Pediatrics  
Strategic Planning ~ March 2009**

**Mission Statement:** SDBP is an interdisciplinary professional organization that promotes the developmental and behavioral health of all infants, children, adolescents and their families by advancing research, education, evidence-based clinical practice and advocacy.

**Vision Statement**

To be the interdisciplinary leaders in optimal developmental and behavioral health for all children

**Core Values**

- Biopsychosocial
- Collaboration
- Scientific basis of field
- Interdisciplinary
- Collegiality
- Child and Family Advocates
- Cultural competency
- Teachers/Educators

High Priority Issues	Facilitator(s)	Timeline
<p><b>Goal 1: To become the recognized organizational home for diverse professionals engaged in interdisciplinary approaches to developmental-behavioral health</b></p>		
<p><b>Objectives</b></p>		
<p>1. To experience incremental growth of a <b>diverse</b> membership using the following benchmarks:</p>		
<p>a. 100% of DBP accredited fellowship directors will be members of the Society</p>		<p>Measured Fall 2009 board meeting; ongoing effort</p>
<p>b. 90% of DBP fellows will be members of the Society</p>		<p>Measured Fall 2010, then q5yr</p>
<p>c. 75% of the board certified DBP pediatricians</p>		<p>Measured by Fall 2010 board mtng</p>
<p>d. 50% of NDD certified</p>		<p>Measured by Fall 2011</p>
<p>g. Increase the number of PhD, NP, &amp; social work members by 30%</p>		<p>Measured by Fall 2011</p>
<p>h. Increase the number of pediatric and/or clinical child psychology trainees (Continue to co-promote meetings with SPP; have Program Committee explore having co-sponsored session at SDBP meeting)</p>		<p>Fall 2009</p>
<p>i. Increase the racial &amp; ethnic diversity of the society membership by 50%(need baseline)</p>		<p>Fall 2011</p>
<p>j. Request members to self-identify on membership form: racial/ethnic group, languages of origin, country of origin, disability status</p>		<p>Fall 2009</p>

High Priority Issues	Facilitator(s)	Timeline
Strategies:		
1. Enhance marketing efforts through targeted emails and mailings, including inserts with mailings of other professional organizations (e.g., AAP, APA, NAPNAP, etc.) and postings on their websites	Membership Cmte Communication s Cmte	Fall 2011
2. Outreach to develop collaborative relationships with <ul style="list-style-type: none"> <li>• Underrepresented professional groups (Psychologists, LEND, UCEDD, PNPs)</li> <li>• Racial &amp; Ethnic specific professional organizations (NMA, ABPsi, NHMA, AHMHP, etc)</li> <li>• International members</li> </ul>	Membership Cmte	Fall 2011
3. Outreach to DB peds fellowship, residency training, interdisciplinary DBP training faculty, DBP fellows, NDD: <ul style="list-style-type: none"> <li>• Develop mailing/contact list for each group</li> <li>• Identify non-members on each group</li> <li>• Develop and distribute group specific invitation to non-members with appropriate source person for each group</li> <li>• Follow-up with non-responders 1 time; attempt to identify barriers to joining</li> </ul>	Chairs of education committee, fellowship committee working with membership cmte	Fall 2009/ongoing
4. Use journal to conduct outreach to targeted groups (articles and commentaries on racial and diversity issues should be submitted to JDBP)	JDBP Editor and Staff Advocacy Cmte	Fall 2009/ongoing

High Priority Issues	Facilitator(s)	Timeline
<p>5. Provide incentives to encourage a diverse group of new members</p> <p>a. Discounted membership connected to annual meeting registration for new members</p> <p>b. Offer membership incentives to new members of underrepresented groups: e.g., 20% off 1st year membership with promotional code limited time offer</p> <p>c. Provide formal written proposal to SDBP Board</p> <p>d. Provide discounted 1st time membership to early career individuals</p>	<p>Membership Cmte / Program Cmte and Management Exec Committee review and approve</p>	<p>Spring 2010; Ongoing</p> <p>Fall 2009</p>
<p>6. Have good record keeping about retention and memberships of our Society's members in other professional organizations and report progress toward benchmarks to Membership Cmte</p> <p>a. Review available data with Membership Co-Chairs</p> <p>b. Update the questions asked in database to be inclusive of demographic information (e.g., racial/ethnic membership, language of origin, disability status, gender, age)</p>	<p>Management / Membership Co-Chairs</p>	<p>Immediately; Ongoing</p> <p>Spring 2009</p>
<p>7. For the psychology trainees:</p> <p>a. Explore offering a deal that members of SPP and SDBP receive a discount rate so it is less than both combined.</p> <p>b. Develop proposal for SDBP Board to offer discounted fee for limited number of psychology graduate students (e.g., 25 students) with access to JDBP</p> <p>c. Encourage a reciprocal discount fee with SPP for certain number of SDBP trainee members</p>	<p>Terry Stancin &amp; Glen Aylward, JDBP editor</p> <p>Exec Committee review and approve</p>	<p>Spring 2009</p>
<p>9. Add option of allocating funds (ear marks) to "Diversity" section of dues form when members contribute money to SDBP</p>	<p>Membership Cmte Development Cmte</p>	<p>Dec 2009; ongoing</p>
<p>10. To assess the extent to which all major offerings are interdisciplinary and to ensure that all future offerings meet the needs of the various disciplines represented in the Society</p>		<p>Fall 2008; Ongoing</p>

High Priority Issues	Facilitator(s)	Timeline
Strategies:		
1. Showcase exemplary interdisciplinary collaborations within the Journal, within the Newsletter, at the Annual Meeting, on the website, etc.	Program Cmte Chair and Communications Cmte Chair and Journal Editor	Each Annual Mtg and Each Newsletter, Ongoing On Website and in Journal
2. To create a library of interdisciplinary curricula on the website	Education Cmte	Ongoing (on web)
3. Create interdisciplinary special interest groups	Program Cmte / Membership Cmte	Fall 2009
4. Increase interdisciplinary offerings at the Annual Meeting, including sessions conducted by teams of faculty representing different disciplines and content that is relevant to professionals of multiple disciplines	Program Cmte Executive Committee review and approve	Fall 2009; ongoing
<b>Goal 2:</b> To be a leader in advocacy regarding public policy for children and professionals in the field.		
<b>Objective 1:</b> <b>Increase the diversity and number of actively involved advocacy committee members</b>	<b>Advocacy committee</b>	
<b>Strategy:</b> To foster interest from junior faculty and fellows by pairing them with senior members to harvest other organizations activities and be involved in commentaries and book reviews	<b>Advocacy committee and Membership committee</b>	<b>Ongoing with Advocacy chairs to directly inquire of the Membership chairs twice annually.</b>
<b>Objective 2:</b>		

High Priority Issues	Facilitator(s)	Timeline
Increase our members' awareness of the public policy issues that impact the well-being of children and their families		
Strategy A. Harvest other organizations' publications and web pages in order to harvest which will lead to the below	Assign a committee member to each of a select key organizations	By 2011, we will do this with a min of Zero to Three, AAP, APA, SCRD .
A1. Increase the number of commentaries in the journal related to policy and advocacy	Advocacy cmtc to identify authors/topics	By 2011, 2 a year.
A2. Include in the journal reviews of books and films that have policy and advocacy implications	Advocacy cmtc to identify authors/topics; book review editor	By 2011, 2-3 a year .
A3. Increase review articles with policy implications	Advocacy cmtc informs the newsletter editors	By 2011, 1 a year .
<b>B.</b> Publicize training opportunities in the newsletter such as SRCD public policy fellowship, AAP workshops	Advocacy committee informs the newsletter editors	By 2011, each newsletter.

High Priority Issues	Facilitator(s)	Timeline
Objective 3. Make greater use of Rapid response mechanism Strategy: <ol style="list-style-type: none"> <li>Review pending legislation which we would learn about through our liaisons/partnership with AAP, SRCD, Zero to Three, etc</li> <li>create a mechanism to inform members around critical policy &amp; legislative issues (i.e., Blast email,)</li> <li>Respond to professionals request for support in conducting advocacy activities by linking with experts from our membership. Will do a newsletter outreach.</li> </ol>	Advocacy committee/Exec committee	By 2011          Fall 2009
Objective 4: Create infrastructure for policy statements	Ad hoc policy development committee	Need to create timeline

<b>Goal 3: To design, produce, and disseminate high-quality interdisciplinary education in developmental-behavioral pediatrics</b>		
<b>Objectives</b>		
1. Provide education to primary care clinicians about developmental and behavioral health care		
<b>Strategy:</b>		
1. Maintain SDBP member participation in DB:PREP	Education Comm	Ongoing
2. Maintain SDBP:AAP Liaison involvement in AAP SODBP educational planning.	AAP Liaison in coordination with Education Comm	Ongoing
3. Explore possibility of regional CME program preceding annual meeting.	Program Comm	Plan 1 year ahead for 2010 and beyond; Scramble for 2009
2. Provide education to DBP professionals about developmental and behavioral health care		

<b>Strategy:</b>		
1. Annual scientific meeting as primary vehicle	Program Committee (Educ and Res committee chairs on Prog Comm already, do we need Advocacy, Practice, other committees represented?)	Ongoing
2. Maintain SDBP member participation in PREP DBPeds (MOC)	Education Comm: should be an SDBP appointed member of PREP DBPeds Editorial Board, but not yet established—Co-Editor and writer(s).	Ongoing
3. Maintain SDBP member participation in DB:PREP	Education Comm	Ongoing
4. SDBP:AAP Liaison involvement in AAP SODBP educational planning.	AAP Liaison in coordination with Education Comm	Ongoing
5. Seek to provide presentations on DB Pediatrics including interdisciplinary care at other professional meetings (eg. NAPNAP, Association of Infant Mental Health, SPP, AUCD , 0-3, etc.) a. Develop list of organizations with call for proposal types and dates b. Identify SDBP submissions that could fit into calls in a. c. Develop new proposals to fit a. d. Identify financial support for accepted proposals e. Develop speaker bureau	Program Committee Education Committee Fellowship Committee Research Committee	a. Fall, 2010 b. To follow c. To follow d. To follow e. March, 2010
6. Continue to provide representation as alliance member of PAS	Education Comm. Research Comm	



3. Promote best practices in interdisciplinary DB Peds training and evaluation for psychologists and physicians		
<b>Strategy:</b>		
1. Provide teacher training for teachers of:		
1. UME	Education Comm	Add to Educ WS Fall 2010
2. GME-Residents	Education Comm	Ongoing
3. GME-Fellows	Education Comm Fellowship Comm	Ongoing
4. Psychology-predoctoral interns	Education Comm	Add to Educ WS Fall 2010
5. Psychology-postdoctoral fellows	Education Comm	Add to Educ WS Fall 2010
2. Maintain annual education workshop as a critical component of the Annual Meeting.	Education Comm	Ongoing
3. Create web-based catalog of educational resources to include SDBP workshop presentations and additional resources with Table of Contents on public site, resources on Members Only section. (additional fellowship materials available on APPD website)	Education Comm	Fall 2009
4. Create web-based library of resources for fellowship program directors on the APPD Share Warehouse	Fellowship Comm	Fall 2009
5. Provide technical consultation to DBP rotation directors and fellowship program directors through direct consultation	Education Comm and Fellowship Comm	2010
6. Provide technical consultation to DBP Rotation directors and fellowship program directors through development of listserves	Education Comm and Fellowship Comm	2010
4. Promote developmental of leadership amongst fellows through SDBP. E.g. pairing fellows with senior faculty to complete book reviews, challenging cases, PAS abstract reviews.	TRGAHC	2010

5. Explore the feasibility and financial implications of the creation and dissemination of educational products focusing on patient care, patient education, condition-specific information for teachers, etc.	Executive Comm to review; needs resources. Consider collaboration with DBPEDS.org.	Fall 2009
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<b>Goal 4: To promote and disseminate high quality research in developmental-behavioral health</b>		
<b>Objectives</b>		
1. To capitalize on research mentoring programs to help trainees, junior and middle career faculty members, non-MD/non-PhD members, and others		
<b>Strategies:</b>		
<ul style="list-style-type: none"> <li>1. Maintain and expand mentor/mentee database on website</li> <li>2. Educate members about availability of mentors through SDBP website/newsletter/blast email to membership</li> <li>3. Educate program directors via email regarding mentorship availability for trainees/jr faculty</li> <li>4. Develop funding strategy for research grant program that supports short and long-term viability and expansion of program.</li> </ul>	<p>Fellowship Comm Research Research/Commun.</p> <p>Research/Board Development/ Past President/ Board/ Research</p>	<p>Ongoing Fall 2009, ongoing</p> <p>Fall 2009, ongoing Ongoing</p>
5. Develop 'spotlight' in newsletter/website to publicize the research grant award and other mentee projects	Research /Commun	Fall 2009

2. To provide research forums for skill development (eg methodology, grantsmanship, writing)	Fellowship Comm	
<b>Strategies:</b>		
1. Offer forum during Annual Meeting	Research/Program	Fall 2010, ongoing
2. Offer forum during Annual Meeting for Mentor-Mentee Sessions		
3. Support Research Briefs in JDBP	Research	ongoing
3. Identify opportunities to establish SDBP research network(s)		
<b>Strategies:</b>		
Survey membership regarding interest in participating in research networks whose development would be supported administratively by SDBP	Research SIGS	Fall 2009
Identify existing research networks with the potential for collaboration and articulate advantages for partnership with SDBP (e.g., consultation, technical assistance, co-investigators)	Research	Ongoing
Approach government/private funding agencies who have funded previous research networks	Exec Committee	Ongoing
4. To support the journal editor, editorial board and managing editor in continuing to improve the quality of research submitted to the journal		
<b>Strategies:</b>		

<p>Advocate, define content and help solicit submissions for timely, state of the art supplements to journal that highlight research in DBPeds</p> <p>Encourage/empower representatives of SDBP to recruit submissions of quality research from a diverse professional pool, (eg at academic meetings) for JDBP and SDBP annual meeting</p> <p>Encourage research submissions that support online, media rich content for JDBP</p>	<p>Research Committee JDBP Edit board</p> <p>Research Committee/ Board , members</p> <p>Research Committee JDBP</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>
5. Increase, monitor and communicate to membership data about research productivity, participation in NIH study sections and extramural support of members		
<b>Strategies:</b>		
1. Survey members	Research Committee	annual
2. Publicize survey results regarding members' accomplishments (e.g., federal grants, awards, study section membership) and major publications on website/newsletter/JDBP	Communication s Cmte, Research Cmte	annual
<b>Goal 5: To promote sustainable, high quality, interdisciplinary practice in developmental-behavioral pediatrics.</b>		
<b>Objectives</b>		
1. To support members by identifying benchmarks in DB Peds		

<p>Strategies:</p> <ol style="list-style-type: none"> <li>1. Send out blast mailing to members to collect measures of structure, process, outcomes and satisfaction with care in key clinical areas, e.g., ADHD, Autism</li> <li>2. Collate and synthesize these responses and disseminate to membership</li> <li>3. Identify experts in this area.</li> <li>4. Identify trends and terminology in health care reform to best position SDBP</li> <li>5. Explore development of a platform to collect site-specific benchmarks (Tie in with MOC; MMP)</li> </ol>	<p>Practice Cte SIGs</p> <p>Workgroup (Adrian, Lenny, Nancy, Suzanne, Pam, Michelle, Des)</p>	<p>5/09</p> <p>8/09 10/09 10/09 2010</p>
<p><b>2. To promote and support QI initiatives among members</b></p>		
<p><b>Strategies:</b></p>		
<p>1. Collate and disseminate information on QI projects gathered from blast mailing in 2008</p>	<p>Practice Cte</p>	<p>9/09</p>
<p>2. Article in newsletter on QI.</p>	<p>Practice Cte</p>	<p>9/09</p>
<p>3. Workshop at annual meeting</p>	<p>Practice Cte Program Cte</p>	<p>10/09</p>
<p>4. Explore funding of QI Toolkit with Commonwealth Fund</p>	<p>Practice Cte</p>	<p>9/09</p>
<p><b>3. To participate in development of clinical guidelines in DB Peds</b></p>		
<p><b>Strategies:</b></p>		
<p>1. Explore SDBP leadership in writing clinical guideline on evaluation and management of ADHD with comorbid conditions.</p>	<p>ADHD SIG</p>	<p>10/09</p>
<p>1. Explore with AAP, AACAP and AACPD mechanisms for SDBP input and endorsement of clinical guidelines and practice parameters.</p>	<p>President/Board</p>	

2. Explore joint publication of guidelines in JDBP	JDBP Editorial Board	
<b>4. To promote and support inter-disciplinary practice</b>		
<b>Strategies:</b>		
1. Blast mailing to solicit examples of interdisciplinary practice models	Practice Cte	4/09 ongoing
2. Develop webpage on interdisciplinary practice models on SDBP website	Practice Cte Communication s Cte	2010
3. Explore funding of listserv on interdisciplinary DB practice from Commonwealth Fund	Practice Cte	
4. Disseminate through newsletter or JDBP	Practice Cte Communication s	2010
5. Explore members' experience of interdisciplinary practice in international settings (e.g. create a SIG )	Board	
<b>4 To support clinicians in DB Pediatrics in adopting EMR and related technology</b>		
<b>Strategies:</b>		
1. Blast mailing to solicit members experience with EMRs in DBPeds	Practice Cte	7/09
2. Panel discussion at annual Meeting 2010 on EMR	Practice Cte Program Cte	2010
3. Explore feasibility of EMR demonstration by vendors at satellite meeting associated with the Annual Meeting.	Practice Cte; Program Cte; Board	
4. Establish a webpage that compiles templates and provides related information to members	Practice Cte Communication Cte Degnon	2010
<b>5 To support members in accurate and effective coding</b>		

<b>Strategies:</b>		
1. Compile written justifications for specific codes and other related resources that members may use in communication with payers.	Practice Cte	10/09
2. Submit proposal for update on coding and reimbursement at annual meetings.		Done
<b>6 To disseminate results of practice issues survey</b>		
<b>Strategies:</b>		
1. Complete one-page summary of key survey results	Practice Cte	10/09
2. Submit manuscript	Practice Cte	10/09
<b>Goal 6: Assure continued growth in the interdisciplinary fields of developmental-behavioral pediatrics.</b>		
<b>Objectives</b>	<b>Exec/Board of Directors</b>	<b>ASAP</b>
<b>1. Establish a new Task Force on Workforce Issues in DBP.</b>		
2. Assess current workforce and future needs to meet clinical, educational and research goals in the disciplines involved in DBP.		
<b>Strategies:</b>		
1. Monitor, analyze and report the number of filled fellowship slots with highly qualified candidates of diverse backgrounds	Staff in consultation with new committee Fellowship Comm	Ongoing
2. Assess workforce needs in various disciplines (nursing, psych, sw, ped) – to cover clinical research and educational needs in existing DBP programs and need for additional training in those disciplines	Staff with new committee	One year from now

<ol style="list-style-type: none"> <li>3. Join ABP/CoPS workforce efforts</li> <li>4. Identify existing repositories of data on current and future workforce across disciplines.</li> </ol>	<p>Fellowship Comm Admin staff and new committee</p>	<p>Ongoing</p>
<p>3. Develop materials and methods that introduce the field of DBPeds broadly to individuals in the formative stages in their careers across disciplines (undergraduates, nursing, NPs, med students, social work students, psychology students – reach out to these folks and engage them in our field</p>		
<p><b>Strategies:</b></p>		
<ol style="list-style-type: none"> <li>1. Develop multimedia presentations to define/describe the field of DBP for potential professionals in various disciplines (define DBP; focus on content areas and role of DBP – clinical and scientific – professionals and families/children, diversity) <ol style="list-style-type: none"> <li>a) Podcast</li> <li>b) DVD</li> <li>c) Powerpoint Presentations</li> </ol> </li> </ol>	<p>Society solicits a member and ?fellow to do in consultation with Past Presidents' Committee</p>	<p>Dec 2010, funding from SDBP Development Fund</p>
<ol style="list-style-type: none"> <li>2. Develop a brief curriculum for an elective course for entry-level learners (MD, nurses, social workers, psychology, 4<sup>th</sup> yr med students) in DBP.</li> </ol>	<p>Fellowship Committee with Past President's Committee; Education Committee</p>	<p>Dec 2010</p>
<ol style="list-style-type: none"> <li>3. Develop models for engaging undergrad, residents and graduate students (all disciplines) in research in DBP, drawing on successful existing models.</li> <li>4. Develop guidelines and materials for a brief shadowing experience in DBP for students interested in DBP</li> </ol>	<p>Research Committee</p> <p>Education Committee</p>	<p>March 2010</p> <p>December 2010</p>



4. Promote the development of formal training and certification in DBP for non-MDs		
<b>Strategies:</b>		
1. Encourage development of curricula and mechanisms for DBP training and certification for PNP's	PNP Group of SDBP	
5. Design and offer a Career Day in conjunction with the SDBP Annual meeting that would be targeted for students in universities located in the area where the meeting is being held.	Work force Committee in conjunction with Program Committee	2010 Annual meeting