



**VITAL
ANAESTHESIA
SIMULATION
TRAINING**

**STRATEGIC
PLAN
2024 - 2029**

**PREPARED BY THE
VAST LTD BOARD & VAST STEERING COMMITTEE**



COMPANY OVERVIEW

Vital Anaesthesia Simulation Training (VAST) Ltd is an Australian not-for-profit company and registered charity. Our Board consists of members working in a voluntary capacity. In 2023, we implemented a Steering Committee with the goal of collaboration with and advising to the Board across a range of projects. The Steering Committee comprises members of VAST's community of educators.

VISION

High-quality anaesthesia and effective perioperative team function across the globe

MISSION

To enable the conduct of simulation training, advancing anaesthesia and peri-operative care, regardless of the context

VALUES

Respect

We foster an environment where all are treated with courtesy and respect

Empowerment

We focus on skills transfer and leadership development to improve patient care and capacity for locally driven education

Collaboration

We strive to support meaningful and enduring partnerships

Sustainability

To maximise impact, we prioritise long-lasting and cost-effective initiatives

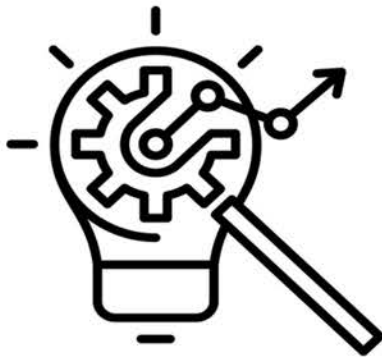


THE PLAN

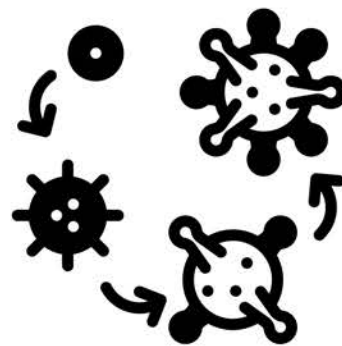
This plan has been inspired from the lessons learnt and reflections on our activities over the past three years. The Plan has been co-developed by members of the VAST Ltd Board and the VAST Steering Committee.

Our Strategic Plan is divided into four priority areas:

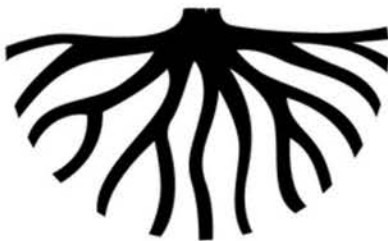
Enhance



Evolve



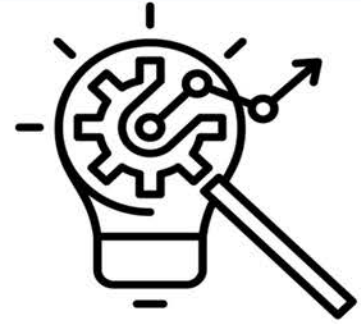
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Evaluate



ENHANCE



Objective

Iteratively refine resources and processes to improve the conduct of our programs

Approach

Seek and respond to feedback from course participants, volunteers, and partnering organisations

Example actions

- Prioritise collection of routine evaluation data from course participants and volunteer facilitators
- Expand the VAST Scenario Bank, increasing adaptability and reach of our simulation programs
- Integrate use of the VAST FORM into facilitator training initiatives
- Promote the VAST Meta-debriefing Club as a mechanism to support ongoing reflection on facilitation performance
- Refine the experience of volunteers supporting the conduct of our programs by supporting with logistics, communication, and access to teaching and learning content
- Apply creative approaches to improve teaching and learning
- Review and incorporate new educational knowledge into programs



EMBED



Objective

Strengthen VAST's programs in established sites and explore opportunities for expansion into new locations

Approach

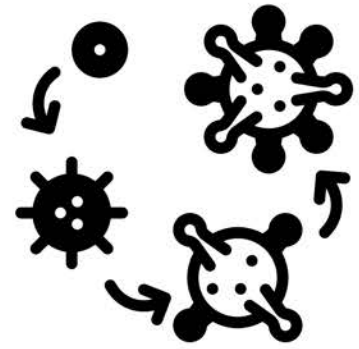
Work collaboratively with in-country leads and partner organisations to co-design sustainable program plans

Example actions

- Provide logistics, communication, and material support for trained VAST facilitators
- Explore funding and grant opportunities to support existing programs and new opportunities
- Strengthen partnerships and relationships with key stakeholders including collaborators, societies and other training organisations
- Establish a recurring 'internal' grant opportunity for members of the VAST community
- Advocate for the integration of VAST's programs into established training pathways, for example, the use of the VAST Foundation Year in anaesthesia training
- Establish action plans (5-year plan) for each country focused on sustainable program delivery



EVOLVE



Objective

Grow as an organisation, advancing our mission

Approach

Maintain an open and flexible approach, prioritising our values, particularly sustainability of the organisation

Example actions

- Collaborate closely with the VAST Steering Committee to share responsibilities, decision making, and direction of VAST's programs
- Expand the operational, logistic, program, and administrative support that helps drive our programs
- Develop opportunities for partnership, engagement, and sharing of operational tasks with other organisations with shared vision, mission, and values
- Seek stable funding from partnerships and other opportunities
- Promote links and co-dependence with partner organisations
- Foster transparency and adherence to organisational processes



EVALUATE



Objective

Illuminate our impact and explore opportunities for advancing our mission

Approach

Keep an open and flexible approach, prioritising our values, particularly sustainability of the organisation

Example actions

- Chart the output of our community, including tracking of courses, participants involved, and outcomes
- Collect routine course evaluations and ensure high-quality course reporting
- Undertake research specifically aimed at discerning the impact of our programs
- Build a validity argument supporting the integration of the VAST FORM into our faculty development process
- Draft a roadmap for implementation of the VAST Foundation Year, exploring contextual influences on implementation
- Conduct medium and longer term follow up evaluation to assess durability of training
- Highlight key performance indicators (KPIs) and periodically audit our performance against these criteria



MAKING IT HAPPEN

Our small and dedicated Board will continue to strive towards the realisation of this Plan. This will be supported by members of the VAST Steering Committee, our community's volunteers, and our dedicated operations, projects, and logistics team. We will continue to leverage and strengthen our partnerships to help drive our mission forward.

Our work is underpinned by robust processes, communication platforms, and project management software that helps keep us on track. We are looking forward to the exciting opportunities that await in this next period for VAST.





VITAL ANAESTHESIA SIMULATION TRAINING

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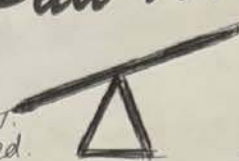
@vast-learning.bsky.social

Doodle Pad ...



(LCD)
Learner centered.

- cohesive
- co-learning b/w learner + facilitator.

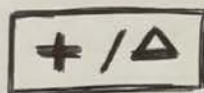


Facilitator: (FCD) centered.

- close knowledge gaps.
- understanding knowledge gaps even when no clinical gaps.

PREREQUISITES FOR LCD

1. Time.
2. Participant knowledge + skills.
3. Facilitator skills
4. Awareness of context



- Positive / Challenges?
- what can we change
 - what was challenging
 - what was positive
 - Critique based learning.

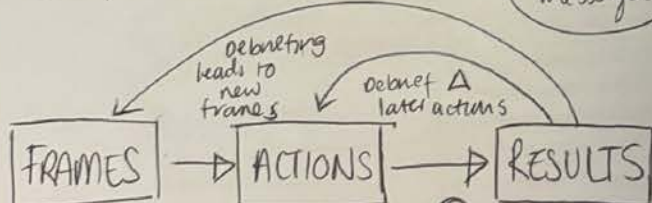
Utilising both for "double loop learning"



- how do we feel
- learner centred debrief
 - bring out the learning objectives.
 - participating getting everyone thinking

Focus back to learning outcome

- Micro-teaching
- Advocacy Inquiry *
 - inclusive without isolating



? Be curious ?

GOOD JUDGEMENT FOR ADVOCACY INQUIRY

- 1 statement
- 2 Observation.
- 3 Judgement
- 4 Curiosity.