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On the Cover

The photo features Stella, a SickKids patient, and her father during a visit to the Simulation Centre to meet Gwen, one of the highly realistic paediatric simulation manikins. Gwen was designed to represent a child with Trisomy 21, just like Stella. During their visit, the Simulation team shared how healthcare professionals at SickKids use simulation tools like Gwen to practice clinical skills, communication and teamwork in a safe learning environment. By training with manikins that reflect the diverse patients SickKids cares for, healthcare teams are prepared to provide compassionate, high-quality care for children like Stella and their families.





Welcome from Lennox Huang, MD, MBA

Meeting the Needs of Today, Anticipating the Challenges of Tomorrow

This year, the Learning Institute began to translate our 2030 Strategy from ambition into action. Across SickKids, learning is becoming increasingly connected to care, discovery and improvement, allowing us to respond to today's needs while simultaneously preparing for what comes next.

The Learning Institute 2030 Strategy focuses on three key directions: 1) advancing the era of precision learning, 2) elevating the quality of the learning experience and 3) uniting and amplifying the education community. Key enablers of this plan are a focus on equity, education technology and partnerships, both internal and external. Through this strategy, the Learning Institute is pushing the boundaries of how learning is designed, delivered and scaled including leveraging AI enabled tools, co-creation with patients and families, and new models of programming and outreach to ensure education at SickKids remains future ready.

The stories and accomplishments in this year's report highlight some of the ways AI and other technologies can augment human expertise from educators, researchers, patients and families. These efforts bring us closer to the ambition of SickKids being a learning health system where learning is continuous, connected to research and practice and increasingly precise.

None of this happens without people. Our educators, learners, patients and families and the community we serve remain at the heart of the Learning Institute. Together, we continue to build a culture of lifelong learning that supports excellence in care, research and education.

We invite you to explore this report to learn more about our progress, priorities and the people who bring our vision to life.

Lennox Huang, MD, MBA

Chief Medical Officer

Vice President, Education, Medical and Academic Affairs

Vision

Healthier children through teaching and learning.

Mission

Improve child health outcomes and systems of care worldwide through education.

SickKids Values

Compassion, Integrity, Collaboration, Inclusion, Innovation, Excellence

Advance the Era of Precision Learning

We recognize that meaningful [partnerships with patients, families and those with lived experience](#) enrich health-care education by grounding it in real-world perspectives. By equipping the child health workforce with the skills to navigate emerging technologies and shifting clinical paradigms—locally and globally—we ensure care remains relevant and responsive. The stories showcase how advancing individualized, human-centred and AI-augmented learning unlocks the full potential of every learner, fostering a more agile, empathetic and future-ready health-care system.



Preparing for an AI-enabled Future at SickKids

As artificial intelligence (AI) continues to shape health care, research and education, SickKids launched AI Ready: Your Path to AI Literacy to support staff in a rapidly evolving technology landscape by helping them build the knowledge, skills and confidence needed to engage with AI responsibly. Designed for all staff by the Learning Institute, SickKids Artificial Intelligence (SKAI) and Clinical Informatics, the program supports foundational AI literacy through practical, accessible learning experiences that help participants understand the opportunities, risks and ethical considerations associated with AI use.

AI Ready was intentionally developed using a human-centred approach, beginning with a comprehensive needs assessment in September 2025 that engaged staff across clinical, research, operational, educational and leadership roles.

More than 890 staff completed a survey and 117 participated in focus groups, helping shape learning experiences that reflect real-world needs, workflows and concerns.

The program launched in January 2026 with an organization-wide event that brought together more than 180 virtual and in-person participants to explore emerging AI applications across SickKids. Since launch, staff have engaged with a growing suite of educational resources, including an introductory eLearning module, microlearning videos and awareness campaigns highlighting practical examples of AI in clinical and non-clinical settings.

The AI Ready website has received more than 2,600 visits, while articles and learning resources exploring topics such as AI applications in clinical



Your path to AI literacy

AI Essentials Critical Appraisal: The Pause Moment



DR. DEVIN SINGH
EMERGENCY PHYSICIAN, SICKKIDS





Member of the AI Literacy Working Group welcoming staff to the AI Ready launch event.



Opening remarks at the AI Ready launch event.

and non-clinical settings, critical appraisal, ethics, privacy, risk and governance collectively generated more than 2,975 views. Together, these resources have sparked strong interest and engagement across the organization, supporting staff in developing the knowledge and confidence to use AI responsibly in their work.

By fostering curiosity, critical thinking and informed decision-making, AI Ready is helping establish a shared foundation of AI literacy across SickKids.



The AI Literacy Working Group celebrates the launch of AI Ready.

Celebrating 20 Years of AboutKidsHealth

AboutKidsHealth celebrated its 20th anniversary in 2025, marking a significant achievement in education health information. Empowering families and caregivers for two decades, AboutKidsHealth has reached millions of users globally each year, with over 3,500 topics, 5,500 illustrations and 100 interactive animations across two websites ([AboutKidsHealth](#) and [AboutKidsHealth Teens](#)).

The vision for better children's health began in 2005 with the launch of the [How the Body Works website](#). The team then built resource centres, now called "learning hubs", containing plain-language material that SickKids clinics could share with patients and their families. This was one of the first websites to offer detailed resources for patients and families and continues to be updated and expanded upon today, including launching 267 new and updated content pages with 129 new visuals in the last year.

Video content is an important component of the site. This past year, the team published 50 new videos, bringing the total count to over 550 videos on [YouTube](#), while reaching a new milestone of 75,000 subscribers. Since the channel was created, it has recorded 25 million views and 777,000 hours watched.

A unique feature of AboutKidsHealth is the [website for teens](#) which contains learning hubs on a variety of health topics. The hubs include articles, interactive animations, illustrations and videos to help teens along their health-care journey.



>550

Videos on YouTube



75,000

Subscribers



25 Million

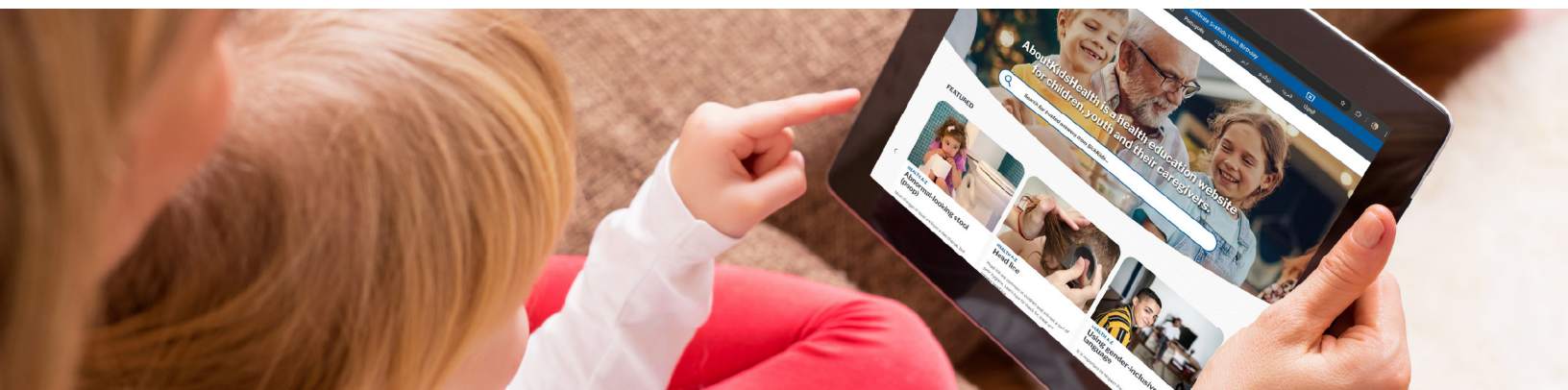
Views



777,000

Hours watched

The team would like to thank supporters, both inside and outside SickKids, for helping reach this moment. With the help of sponsors, expert contributors and reviewers, AboutKidsHealth has become a major source of online health information within Canada and globally.



Welcoming the First Students of the Foundations in Early Well-Being Certificate Program

In September 2025, the Infant and Early Mental Health Promotion (IEMHP) team welcomed the inaugural class of the [Foundations in Early Well-Being: A Certificate in Infant and Early Mental Health](#), Canada's first virtual professional development program dedicated to infant and early mental health.

Created for professionals doing essential, often complex work, the certificate offers a flexible, 8-month learning experience that integrates evidence-informed content with real-world application. Through seven expert-led modules, graduates strengthened their understanding of early mental health and built confidence in applying that knowledge to both practice and system-level work.

The inaugural cohort gathered 37 professionals together across early learning, health care, child welfare, mental health and community settings in Canada. Since completing the program, graduates have begun applying infant and early mental health-informed approaches within their organizations and communities, strengthening

workforce capacity and supporting more relational, developmentally informed care for infants, young children and families.



Foundations in Early Well-Being: A Certificate in Infant and Early Mental Health

What Our Graduates Are Saying

“I learned so much in this program! My confidence has increased in areas such as brain development in utero and after birth, factors impacting brain development, adverse childhood experiences, trauma informed practice, creating pathways of support, and much more.”

 Sarah Gignac, Public Health Nurse

 APPLICATIONS NOW OPEN
September 2025 - April 2027

 LEARN MORE & APPLY

Building on the success of the launch, the next Foundations in Early Well-Being Certificate Program will begin in the fall, continuing IEMHP's commitment to strengthening the infant and early mental health workforce across Canada.



Advancing Global Paediatric Care

As part of SickKids' commitment to improving child health worldwide, the International Education team delivered a Continuing Medical Education (CME) program for more than 160 physicians from the Philippines between May and June 2025. Four cohorts of participants attended a two-day learning experience designed to strengthen paediatric care through knowledge exchange, clinical education and international collaboration.

The program featured expert-led sessions on leading practices in paediatric nutrition, healthcare innovation, quality improvement, artificial intelligence and emerging research, complemented by opportunities to experience the SickKids care environment through guided hospital tours. Together, these experiences provided participants with insights into how clinical excellence, innovation and system-wide collaboration contribute to improving outcomes for children.

A key outcome of the program was equipping participants with practical knowledge and evidence-informed approaches that they could adapt and apply in their own healthcare settings. Physicians returned to the Philippines with new strategies to enhance paediatric care, strengthen quality improvement initiatives and support child and family-centred care in their hospitals and communities. The program also encouraged meaningful professional connections and ongoing knowledge exchange between healthcare professionals in Canada and the Philippines.

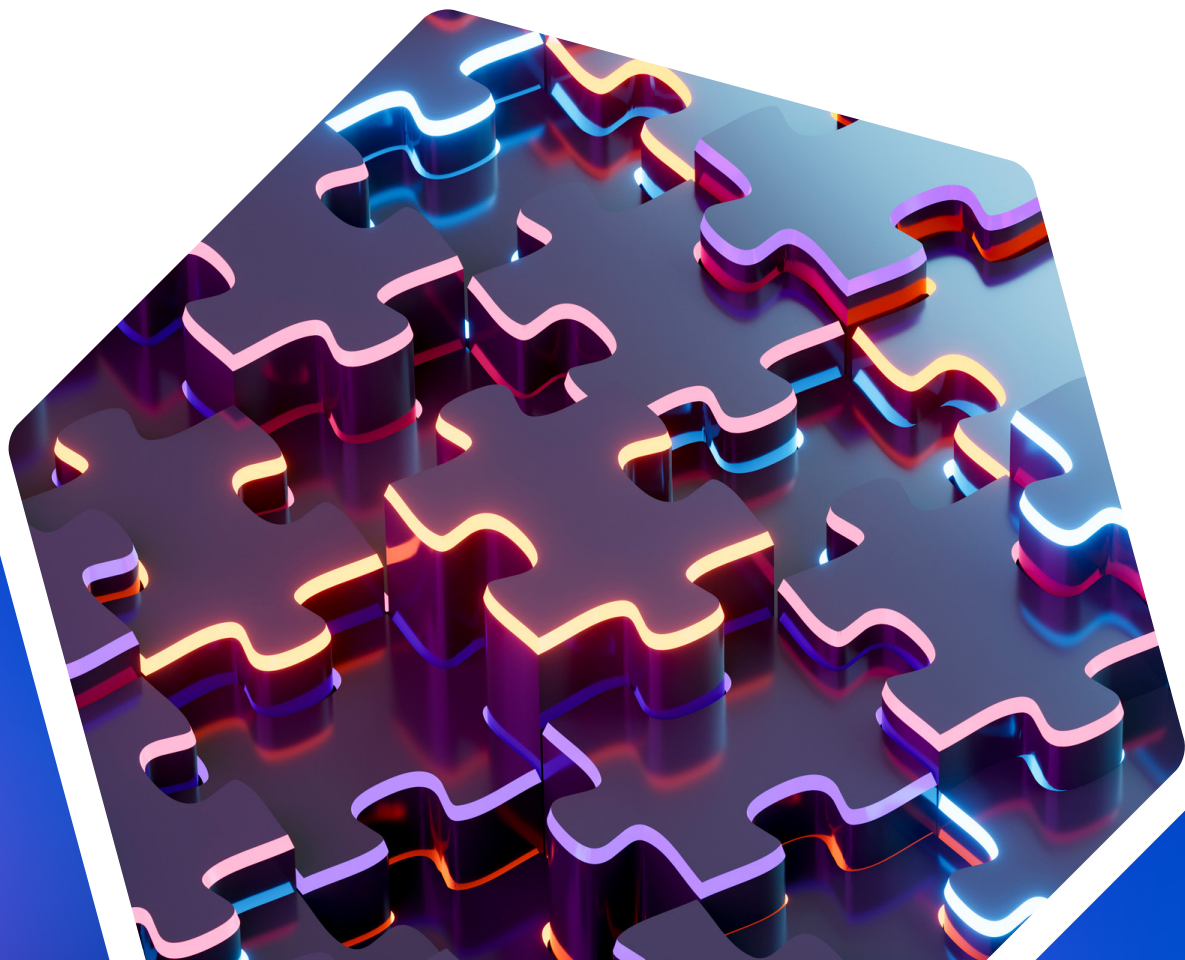
Participant feedback was overwhelmingly positive, with many highlighting the content's relevance and applicability to their daily practice. By building clinical capacity and strengthening international partnerships, the Philippines CME Program reflects SickKids' longstanding commitment to advancing child health and improving paediatric care beyond Canada's borders.



A group of physicians from the Philippines participate in a Continuing Medical Education program at SickKids.

Unite and Amplify the Education Community

We create greater impact by [aligning academic and clinical partners around shared goals and cohesive learner experiences](#) that bridge research, education, administration and clinical care. By equipping educators with inclusive, technology-enabled teaching strategies and strong coaching skills, we elevate the learning environment for all. These stories showcase how we energize the education community and cultivate a vibrant culture of continuous improvement and excellence through purposeful support for career growth, innovation and scholarship.



Safety through Teamwork, Excellence through Care

Welcoming newly hired interprofessional staff to SickKids is more than sharing information. It's about fostering connection, purpose and belonging.

The Interprofessional Orientation Program (IPO) is a new initiative launched in early 2026 that was designed to ground staff in the values that guide SickKids' practice and culture. Developed by the Interprofessional Education Council, the IPO provides foundational education that strengthens collaboration through relationship-centered partnerships and shared decision-making.

Through case studies, patient journey mapping, video debriefs and interactive discussions, participants explore how teamwork directly impacts patients and families as well as their own sense of purpose, professional growth and well-being.

This first-of-its-kind program reflects a commitment to supporting allied health professionals as they find their place, build relationships and thrive as vital contributors to paediatric care. Guided by the [Canadian Interprofessional Health Collaborative Competency Framework](#), allied health new hires

learned with, from and about each other and left with:

- A clear understanding of SickKids' interprofessional care flow,
- Insight into when and where each profession plays a critical role,
- Confidence in navigating collaborative relationships,
- An improved ability to support child and family centered care, and
- Direct connections with colleagues and awareness of services across the organization.

Participants described the program as “informative, engaging and a clear framework for understanding professional roles across SickKids.” Interactive exercises fostered meaningful collaboration and provided opportunities to build relationships with other interprofessional new hires, who appreciated establishing connections that strengthened the collective ability to deliver high-quality care.

This launch marked a significant step forward in advancing SickKids' culture of collaboration, safety and excellence in paediatric care.



Members of the Interprofessional Education team.



Participants in the Interprofessional Orientation Program.

Elevate Quality of the Learning Experience

We believe that **immersive, experiential learning is essential for developing confident, capable health-care professionals** who can thrive in complex, real-world environments. By embedding design thinking, human factors and emerging instructional practices, we create learning that is more intuitive, inclusive and aligned with how people truly grow and perform. Through data-driven insights, rigorous evaluation and research, we ensure our programs deliver meaningful, measurable impact. These stories highlight how we are advancing both individual development and system-wide improvement.



Building Innovation Capacity Across the Healthcare Ecosystem

The SickKids Design Lab partnered with the Learning Institute to launch the inaugural [Creative Rebels: Design in Healthcare Certificate](#) – a six-month experiential program that helps staff across the healthcare ecosystem tackle complex challenges and drive meaningful change through Human-Centered Design.

There was strong interest, with 54 applicants competing for 39 spaces. In the end, 37 participants completed the inaugural cohort, representing 18 projects and a diverse mix of clinical, corporate and research staff from across SickKids.

Through expert coaching, hands-on learning and project-based application, individuals' built skills in empathy-driven research, problem framing, ideation, prototyping and iterative design. Participants applied these methods to real organizational challenges, including improving access to nursing policies, advancing Indigenous health learning and refining a surgery referral pathway to improve access to care.

The program was highly valued by participants: 100% of respondents reported being satisfied or very satisfied, 94% reported achieving their learning goals and 94% felt confident applying what they learned in their work.

Participants described the experience as transformative. One participant reflected that “it has been wonderful to challenge the usual thinking, with the support of an entire group behind you.” Another shared that the program helped them approach challenges with “curiosity, openness and flexibility, rather than looking for one ‘right’ answer,” fundamentally changing how they approach problems in both their work and personal life.

By fostering creativity, collaboration and experimentation, Creative Rebels is building a community of changemakers equipped to design better experiences and address increasingly complex challenges across health care.



The Communications and Public Affairs team participating in Creative Rebels.

The 10-Year Anniversary of Caring Safely at SickKids

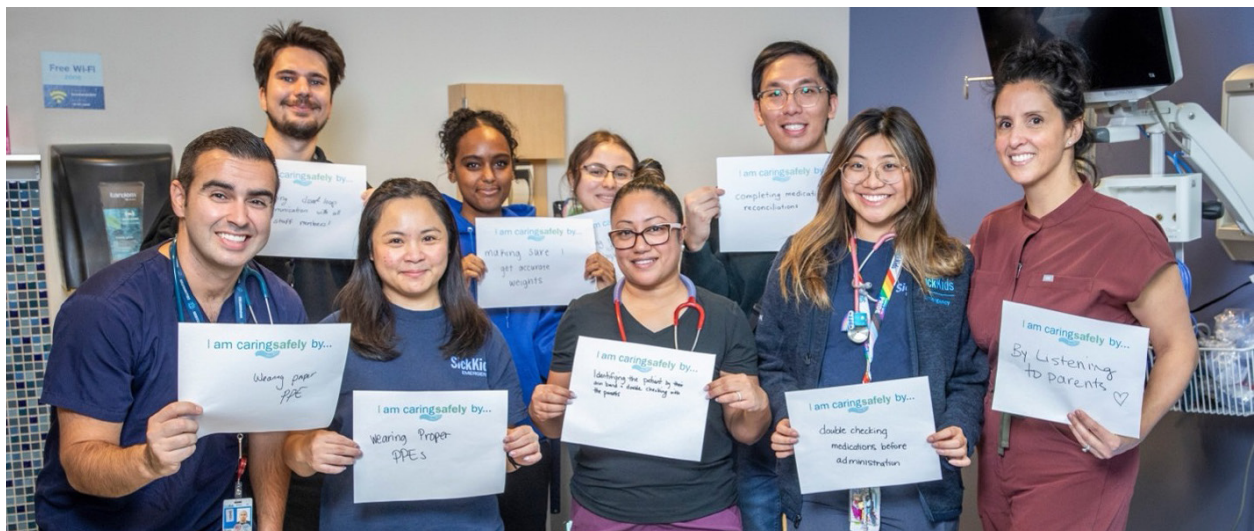
In 2025, SickKids celebrated the 10-year anniversary of Caring Safely, the hospital's organization-wide safety program which launched when SickKids became the first Canadian member of the Children's Hospitals' Solutions for Patient Safety (SPS) network. Caring Safely brings together staff, leaders, patients and families to reduce preventable harm through high reliability principles, continuous learning and a culture of safety.

Over the past decade, Caring Safely has helped strengthen safety across the organization by embedding error prevention behaviours, Just Culture principles and collaborative improvement initiatives into everyday practice. The program is estimated to have contributed to the prevention of more than 100 serious safety events while supporting reductions in hospital-acquired conditions through standardized safety bundles and monitoring. Staff safety has also improved, with lost-time injuries decreasing by approximately 20% since 2021 to 2022 through targeted initiatives addressing overexertion, behavioural events and falls.

Patients and families continue to play a vital role as safety partners, sharing their experiences to inform improvements and reinforce a culture of learning and transparency. To mark this milestone, SickKids released [Caring Safely: The First 10 Years](#), highlighting the program's impact and reaffirming its commitment to advancing proactive, equitable and innovative approaches to safety. Looking ahead, Caring Safely will continue to strengthen patient and staff safety through leadership, education, simulation and data-informed improvement strategies that help prevent harm before it occurs.



Staff members participating in Caring Safely event.



Staff members participating in Caring Safely event.

Moments of Medicine: Indigenous Smudging Ceremony Policy Uses Tabletop Simulation

The Indigenous Health Program and [SimKIDS Simulation Program](#) partnered to develop contextual tabletop simulations to increase staff understanding and confidence in responding to requests from Indigenous patients and families for a Smudging Ceremony. Smudging Ceremonies are sacred cultural practices that are integral to the well-being of many Indigenous Peoples in Canada. Holding these ceremonies within healthcare settings reflects a commitment to reconciliation and cultural safety, as emphasized in the Truth and Reconciliation Commission Call to Action #22.

The tabletop simulation is an in-person event with groups of up to 35 clinical staff. Each interactive session includes a floor plan and tokens, as well as a scenario tailored to the clinical area to reflect real-life requests for Smudging Ceremonies. By blending Indigenous ways of knowing and doing with clinical processes through interactive learning, the policy is mobilized step-by-step to clarify staff responsibilities, practice expected actions and encourage respectful dialogue with patients and families. Throughout the session, storytelling is used to ground learning in lived



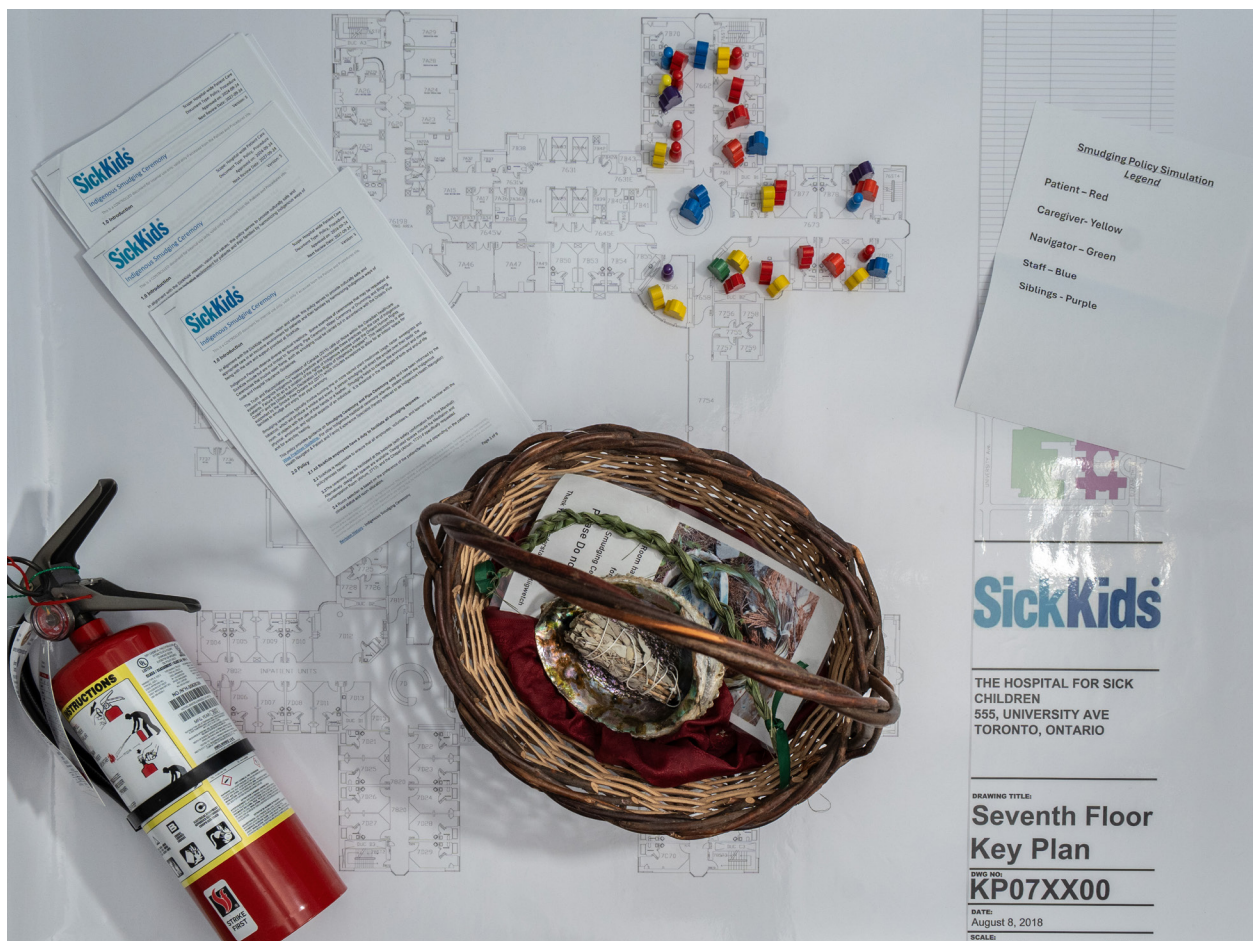
Organizing a tabletop simulation to support staff to learn about Smudging Ceremonies.

experiences, encouraging generative discussions on cultural safety and humility.

Among those who completed the evaluations (n = 83), clinical staff's understanding of how to facilitate the Smudging Ceremony policy process increased from 23% before the simulation to 97% after the simulation. Preparedness to communicate respectfully about Smudging with patients, families and staff rose from 45% to 100%. Participants' confidence in engaging with Indigenous patients and families in a culturally safe and respectfully manner also increased from 67% to 98%.

Tabletop simulations are an effective education tool that improves clinical knowledge and cultural understanding of Smudging Ceremonies.

**Smudging Ceremony policy process
increased from 23% before the simulation
to 97% after the simulation.**



Leveraging tabletop simulations to foster cultural awareness and respectful understanding of Smudging Ceremonies.

By the Numbers



>900

Interprofessional preceptors supported new staff and students



13,181

Simulation and resuscitation education participants were supported through 1,345 sessions



>3,700

Students and trainees completed placements at SickKids



>183,000

Logins to iLearn, SickKids' Learning Management System



482

Learners participated in the International Learner Program from 44 countries



5.4 million

Page views to the AboutKidsHealth website



229

New nurses were oriented to various areas across SickKids



77

Experienced nurses were enrolled in the Critical Care Level 2 Program



777

Staff were supported through our Staff Continuing Professional Development Fund

Learning Institute Profiles

Staff Profiles



"In my two years with the SimKIDS Simulation Program at SickKids, I've been fortunate to contribute to a diverse portfolio of education initiatives, ranging from emergency crisis training and multi-day conferences to workshops for high school students and escape rooms. Bringing meaningful learning experiences to life alongside dedicated experts is one of the most rewarding aspects of my role."

Leah Shoemaker, Program Coordinator, SimKIDS Simulation Program

"SickKids has been my creative laboratory for six years, a place where learning and innovation naturally intersect. I'm fortunate to work alongside people who share this passion and continually inspire me to grow. In my role with Paediatric Project ECHO, I merge curiosity for science and clinical progress with a love of design, communication and human behaviour, using data to craft learning experiences that both educate and inspire healthcare professionals across disciplines."

Alyssa Gumapac, Communications Specialist, Learning Institute



"I have worked at SickKids for almost 14 years, beginning as an RN on 4D and in Cardiac Critical Care. I've had the privilege of teaching nursing students and supporting their learning journeys. Now, as the Interprofessional Education Specialist for Ambulatory Operations, I partner with diverse clinic teams to facilitate meaningful learning experiences. I am passionate about creating spaces where staff feel supported in their learning and professional development, and advancing education that supports excellence in ambulatory care."

Zaheera Raza, Interprofessional Education Specialist, Ambulatory Operations

"Driven by a passion for paediatric critical care and global health, I left Vancouver in 2022 with a dream to join the Learning Institute, where clinical education, academia and global outreach converge. My nursing journey has been an adventure, taking me across Canada, around the world, and through various departments at SickKids across two stints from 4D to the PICU, and the ER upon my return. Each role taught me invaluable lessons and shaped me into the educator I am today."

Matthew Highfield, Interprofessional Education Specialist, Paediatric Medicine, Respiratory Medicine & Intermediate Care Programs



Learner Profiles



“During my placement with the Peer Support and Trauma Response Program at SickKids as a Master of Social Work (MSW) student, I supported workplace mental health in an environment that truly values staff well being. After years in community mental health, it was refreshing to experience a setting where staff wellness is prioritized and burnout is actively addressed. SickKids’ leadership in expanding this model to other hospitals was inspiring, and this placement deepened my understanding of social work in trauma informed support, crisis response and promoting staff wellness.”

Kesi Cayenne, Peer Support & Trauma Response Program Student

“As an intern in Supply Chain Data Management at SickKids, I’ve gained hands-on experience working with data that supports hospital operations and patient care. I’ve had the opportunity to work with AI and automation tools that streamline tasks and improve decision-making. This experience has deepened my understanding of how technology enhances healthcare systems. I’m thankful to SickKids for the opportunity to grow alongside such a dedicated and welcoming team — an experience I’ll carry with me throughout my career.”



Aadil Ansari, Supply Chain Data Management Student



“Working at SickKids has shown me how occupational therapy becomes a bridge between medical care and meaningful recovery. Whether supporting infants in cardiology, children post-surgery or families in clinic, I strive to bring empathy, clinical reasoning and a holistic lens to every interaction. Contributing to a child’s progress and helping families feel supported throughout their journey has been incredibly fulfilling. Being part of such a collaborative and compassionate team has strengthened my skills and affirmed my passion for paediatric care.”

Maggie Mei, Occupational Therapy Student, Rehabilitation Services



“During our clinical placement at SickKids NICU, we gained invaluable exposure to advanced neonatal care. Through observation and active participation, we strengthened our clinical expertise with a deeper understanding of complex clinical pathways and collaborative teamwork. We also gained further insight into the continuum of care between community and quaternary NICUs, all of which will enhance the quality of care we provide to infants and families in our local community-hospital NICUs across the GTA.”

Tenzin Lhakyi, Kayla Hasan, Kayla Sampson, Alison Axcell (Clinical Teacher), Alessia Defina, Anne Lorraine Pelayo & Cydney Carrow, NICU Certificate Nursing Students

Staff Continuing Professional Development Fund (SCPDF) Profiles

SickKids is committed to supporting continuous learning and professional development of staff through the SCPDF. The SCPDF Program supports staff in pursuing learning opportunities that can enhance their skills, knowledge and professional practice.

Eligible staff can request funding through the following streams:

- Degrees, Diplomas and Professional Designations
- Conferences, Workshops, Seminars, Single Courses
- Internal Educational Events

777 staff were supported through the SCPDF Program in 2025-2026. These staff profiles highlight SickKids' investment in the future of patient care, education, research and innovation.



"Thanks to the Staff Continuing Professional Development Fund (SCPDF), I attended the Planning for Implementation Practice workshop. This workshop enhanced my understanding of key implementation science concepts and provided me with tools for structured implementation planning. These skills have enhanced my work at the SickKids Centre for Global Child Health.

SCPDF has the potential to impact child health by providing a means for staff to pursue targeted learning opportunities that broaden their skills, expand their networks and translate into innovative approaches to child health, both locally and globally."

Amanda Giancola, Project Manager, Centre for Global Child Health

"Thanks to SCPDF, I attended a world-renowned ultrasound course at Wake Forest University, where I learned from top experts. This training opened new opportunities for me at SickKids: I became the first EMG technologist to present at Neurology Grand Rounds, am developing a neuromuscular ultrasound course for fellows and technologists and was invited to share my newly acquired knowledge with the SickKids Ultrasound Department.

With SCPDF's support, I now perform Point of Care Ultrasound (POCUS) for paediatric patients, reducing painful procedures and avoiding sedated MRIs. POCUS helps expedite MRIs, surgical consults and muscle biopsies—saving families time and easing anxiety."



Freddy Paiz, Registered Neurophysiology Technologist



"I was granted SCPDF funding to attend a trauma counselling course. It has had a significant positive impact on my clinical practice, and has helped me feel more confident as a clinician. I work with children, youth, families and caregivers who are often in this hospital due to traumatic events. I can safely support them through their journey in the hospital. The SCPDF fund directly impacts future child health. Upskilling as a professional is essential to providing excellent evidence-based care."

Emily Mostratos, Music Therapist

Looking Ahead

The Learning Institute
builds the capabilities
that prepare SickKids
for the future.





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LEARNING
INSTITUTE

