

smart⁺ PHARMACIST

Learn today – Apply tomorrow!

ESTABLISHMENT OF CERTIFIED SMART LEARNING ACADEMIES

A SUSTAINABLE MODEL FOR PRACTICE BASED, OUTCOMES
DRIVEN PROFESSIONAL EDUCATION



INTRODUCTION AND RATIONALE

The SMART Learning Academy is an institutional extension of the established SMART Pharmacist Program™ (hereinafter “Program”), an innovative, evidence based educational model designed to strengthen professional competence through quality structured learning and measurable application in practice. The Program is distinguished by its guiding principle, “Learn Today – Apply Tomorrow” which emphasizes learner motivation, active engagement, and accountability for outcomes rather than passive participation in educational activities.

Traditional continuing education models typically focus on knowledge acquisition without systematic follow through on implementation or impact. In contrast, the Program model requires learners to apply acquired competence (knowledge, skills, attitudes, and values) in real world practice, document their actions, and measure resulting improvements in competence, quality of service delivery, and patient outcomes over a period that may extend over several months. This approach aligns closely with global expectations for lifelong learning, quality assurance, and outcomes based education in the health professions.

THE PURPOSE OF THE SMART LEARNING ACADEMY INITIATIVE

The SMART Learning Academy initiative is designed and led by Mike Rouse, Global Pharmacy Solutions, USA (GPS) and Arijana Meštrovic, Pharma Expert, Croatia (PE), who are developing a scalable and sustainable framework specifically intended for universities and colleges of pharmacy, with potential applicability to other disciplines over time. The initiative seeks to establish certified SMART Learning Academies through partnerships with carefully selected academic institutions. Certification will be provided by GPS and the required standards, policies and procedures are in development.

Academies may be developed as:

- New institutional centers dedicated to professional and lifelong learning, or
- Enhanced extensions of existing university learning units or continuing education centers.

The primary institutional value of the Academy lies in its ability to provide a structured platform for ongoing engagement with graduates and practicing professionals, enabling universities and colleges to strengthen alumni relationships while supporting national and regional workforce development priorities.

PARTNERSHIP MODEL AND CERTIFICATION

Partner institutions will work collaboratively with the Program leadership during establishment and early implementation. This partnership includes:

- Initial training of faculty and trainers in the Program principles and educational model
- Access to clinical and educational modules, as needed and appropriate
- Ongoing guidance and follow-up to ensure fidelity to the core Program principles and maintenance of the certification

The long term objective is for each Academy to become self sustaining, with institutional teams fully capable of delivering programs independently, while continuing to benefit from strategic support and quality oversight from the Program.

Institutions that meet defined standards and maintain quality criteria will be certified by Global Pharmacy Solutions LLC. Importantly, selected elements of the model remain intentionally open for co development, ensuring alignment with institutional missions, regulatory environments, and regional professional needs.

EDUCATIONAL PHILOSOPHY AND LEARNING MODEL

The SMART Learning Academy is grounded in a holistic, quality focused educational philosophy that moves beyond traditional didactic teaching approaches and emphasizes the importance of combining:

- In person educational experiences, which build motivation, professional identity, and engagement, and
- Online and micro learning formats, which support flexible, scalable, and accessible knowledge and skill acquisition.

Hybrid learning models are viewed as particularly effective, allowing institutions to respond to diverse learner needs while maintaining educational rigor. The Academy framework also emphasizes:

- Adaptation of content to national and regional health priorities, and
- Use of data analytics to track and demonstrate educational impact

SCOPE OF ACADEMIC AND PROFESSIONAL ACTIVITIES

A SMART Learning Academy will deliver a broad portfolio of educational activities, including but not limited to:

- Structured, application focused programs designed to improve professional competence and bring about measurable changes in practice
- Lectures, seminars, webinars, and workshops aligned with academic standards

All activities are underpinned by the educational quality principles of the Program, ensuring consistency regardless of format or topic. While the initial focus is on pharmacy education and practice, the Academy model is adaptable and may be extended to other disciplines as institutional needs evolve.

SUSTAINABILITY THROUGH A TRAIN THE TRAINER MODEL

Sustainability is achieved through a train the trainer (TTT) model, which forms the operational backbone of the SMART Learning Academy. Under this model:

- Program leaders train institutional educators in the educational quality framework and delivery methods
- These trained educators then deliver programs locally to practitioners and learners

This approach supports scalability, institutional ownership, and long term continuity while maintaining alignment with the Program model, principles, and standards.

STRUCTURE OF THE TRAIN THE TRAINER PROGRAM

The preferred TTT format is a three day, highly interactive program delivered by Program leaders.

DAYS 1 & 2: EDUCATIONAL FOUNDATIONS

The initial two days focus on core educational concepts and skills, based on globally adopted frameworks and models, including:

- › Continuing Professional Development (CPD) and use of a Personal Learning Portfolio
- › Pillars and foundations of educational quality
- › Needs based education
- › Competency frameworks for self assessment
- › Indicators for evaluating quality of professional services
- › Learning styles theory
- › Development of SMART Learning Objectives and tracking of learning and outcomes
- › Change management principles
- › Time management
- › Communication skills, including assertive communication and feedback

DAY 3: CLINICAL APPLICATION

The third day is dedicated to a clinical application topic, jointly selected with the partner institution.

This component reinforces theory to practice transfer and exemplifies the Program principle of immediate and measurable application of learning in professional settings.

The instruction focuses more on teaching and learning methodology rather than clinical content per se.

FEES AND CHARGES

The proposed fee schedule for certification is in development; it will be designed to ensure sustainability of the program for both parties, and will recognize the economic differences that exist around the world. Fees and expenses for workshops and other events will be in accordance with existing PE and GPS models.

IN SUMMARY

The SMART Learning Academy represents a strategic opportunity for academic institutions to lead in innovative, quality-based and outcomes driven professional education, strengthen lifelong engagement with graduates and other practitioners in their community, and demonstrate measurable impact on professional practice and patient care.

Through certification, partnership, and a sustainable train the trainer model, the Academy offers a robust framework adaptable to diverse institutional contexts while maintaining high standards of educational quality and accountability.

NAVIGATING TRANSFORMATION in the Pharmacy Profession

