



## Individualized Learning Plan

Resident's Name: \_\_\_\_\_

**Instructions:** Complete **Section 1** prior to the *meeting* with your Mentor.

**SECTION 1: Self-Assessment** Please take this opportunity to reflect on your strengths (i.e., **"I do this well."**) and weaknesses (i.e. **"I could definitely improve."**) in regards to the 6 core competencies. This activity is designed to help you to create a learning plan for the upcoming academic year. Indicate each with a X.

[This self-assessment is an adaptation of an instrument developed by Theodore C. Sectish, MD, Director, Residency Training Program in Pediatrics, Stanford University School of Medicine (*Ambulatory Pediatrics Vol 5, No 5, September-October 2005, pages 298-301*). ]

Competency	Attributes/Abilities	Strength	Weakness
<b>Patient Care (Clinical Skills)</b>	Gathering essential and accurate info about the patient		
	Making informed diagnostic and therapeutic decisions		
	Developing and carrying out management plans		
	Performing medical procedures		
	Counseling patients and families		
	Providing effective primary care and anticipatory guidance		
	Using technology to optimize patient care		
<b>Patient Care (Procedural Skills)</b>	Basic anatomy		
	Procedural ability and confidence		
	Complication management		
<b>Medical Knowledge</b>	Knowing the basic and clinical supportive sciences appropriate to Emergency Medicine		
	Critically evaluating and applying current medical info and scientific evidence for patient care		
<b>Practice-Based Learning and Improvement</b>	Using life-long learning skills, including information technology, to improve knowledge, skills and practice		
	Analyzing practice to recognize strengths, deficiencies and limits in knowledge and expertise		
	Using feedback to improve performance		
	Applying evidence to patient care		
	Participating in the education of patients, families, students, residents and other health professionals		
<b>Interpersonal and Communication Skills</b>	Communicating effectively with patients and families		
	Communicating effectively with other health professionals		
	Teamwork		
	Acting in a consultative role to other health professionals		
	Maintaining comprehensive, timely and legible medical records		
<b>Professionalism</b>	Demonstrating respect, compassion, integrity and honesty		
	Demonstrating a responsiveness to the needs of patients and society that supercedes self-interest		
	Demonstrating accountability to patients, society and the profession		
	Adherence to ethical principles		
	Sensitivity to a diverse patient population		
<b>Systems-Based Practice</b>	Knowing types of medical practice and delivery systems		
	Practicing cost-effective health care		
	Advocating for quality patient care and assisting patients in dealing with system complexities		
	Advocating for health promotion and disease prevention		
	Acknowledging medical errors and examining systems to prevent them		

**Instructions:** Complete **Section 2** in meeting with your Mentor.

**SECTION 2: Development of Short-Term Learning Goals and Strategies**

You **may use** the Self-Assessment activity in **Section 1** to create 3 goals that will help you to strengthen and/or develop your competencies. These short-term (ST) goals should be attainable during this academic year. Your ST goals may be a component of a longer-term goal that you have for the coming year(s). By the end of your 4<sup>th</sup> year, you must cover all six competencies in your goals and each year they need to increase in level of difficulty.

<b>Competency (check competency goal addresses):</b>	<b>PC</b>	<b>MK</b>	<b>PBL</b>	<b>ICS</b>	<b>Prof</b>	<b>SBP</b>
<b>Short-Term Goal 1:</b>						
<b>Strategies to achieve Goal 1:</b>						

<b>Competency (check competency goal addresses):</b>	<b>PC</b>	<b>MK</b>	<b>PBL</b>	<b>ICS</b>	<b>Prof</b>	<b>SBP</b>
<b>Short-Term Goal 2:</b>						
<b>Strategies to achieve Goal 2:</b>						

**Competency (check competency goal addresses):** **PC** **MK** **PBL** **ICS** **Prof** **SBP**

**Short-Term Goal 3:**

**Strategies to achieve Goal 3:**

**Competencies addressed by goals** (check all competencies for which you have written goals. By the end of your 4<sup>th</sup> year, all 6 competencies should have been covered.)

<b>As a PGY1</b>	<b>As a PGY2</b>	<b>As a PGY3-4</b>
Patient Care	Patient Care	Patient Care
Medical Knowledge	Medical Knowledge	Medical Knowledge
Practice-Based Learning	Practice-Based Learning	Practice-Based Learning
Interpersonal / Communication Skills	Interpersonal / Communication Skills	Interpersonal / Communication Skills
Professionalism	Professionalism	Professionalism
Systems-Based Practice	Systems-Based Practice	Systems-Based Practice

\_\_\_\_\_  
Resident Signature                      Date

\_\_\_\_\_  
Mentor Signature                      Date

**Instructions:** Complete **Section 3** after meeting with your Mentor and prior to semiannual meeting with PD. You will need to briefly assess your progress/achievement of goal and include your evidence of goal achievement.

**SECTION 3: Review of Short-Term Learning Goals and Strategies**

Achieved Goal                       NOT Yet Achieved Goal

***Your assessment of progress/achievement of Goal 1 (list evidence to substantiate achievement):***

Achieved Goal                       NOT Yet Achieved Goal

***Your assessment of progress/achievement of Goal 2 (list evidence to substantiate achievement):***

Achieved Goal                       NOT Yet Achieved Goal

***Your assessment of progress/achievement of Goal 3 (list evidence to substantiate achievement):***