

Individualized Learning Plan (ILP)

(Residents - January 2022)

(Instead of New Innovations - use and save this word doc to complete your ILP this time)

Overview of the ILPs Four Steps:

Step 1 - Complete Learning Needs Assessment

- A - Start by defining your career goals.
 - Define your career goals - long term (3-5 years) and short term (next 6 months)
- B - Then complete your own learning needs self-assessment.
 - Review your data - available to you in New Innovations and your e-portfolio in Box (global evaluations, in-training exam scores, simulations, 360s, direct observations done in clinic, etc).
 - Complete a self-assessment reflection (see below) on each of the core competencies. Think of examples of times you demonstrated excellence in that skill in your clinical rotations, and times that demonstrate areas you want to grow or improve in. Write these examples in the boxes for those 6 core skills.
 - Complete a milestone self-assessment (in New Innovations)- Typically, I ask only interns to complete this milestone self-assessment, but all the milestones are new milestones 2.0 as of July 2021 - and I am asking that you review (Medicine and Pediatric milestones) . Decide what level you believe you are currently. (Remember it's a 4-year program - 1s and 2s on some skills are fine if you that's where you are. This is a developmental process.)

Step 2 - Create Learning Objectives

- Create 2-3 SMART learning objectives
 - (*SMART = Specific, Measurable, Achievable, Realistic, Time-bound*)

Step 3 - Identify your strategies/tools/resources

- Consider what you need to achieve your learning objectives. Are there educational activities you need? (certain rotations, simulation experiences, specific textbooks or websites) Are there people you need to meet - research mentors, sub-specialists in your area of interest, collaborators locally or nationally?) Are there specific programs you need to improve - board prep/coaching plans? Help with time management strategies, etc.)

Step 4 - Evaluate your learning.

- These plans depend on the type of objective. You might have an observed session in the sim lab for procedural skills, you may take a practice board exam for medical knowledge, you might review time efficiency in rounding with an upper level or chief resident, etc. And often you review your global progress with your program director at your semi-annual review.

Step 1-A: Completing a Learning Needs Assessment:

Define Career Goals:

Long-term (Over residency and beyond)

a.

b.

c.

Short-term (next 6-12 months)

a.

b.

c.

Step 1-B: SELF-ASSESSMENT - Review your data, then complete this self-reflection exercise:

Consider what areas you feel you have mastery of the skills, and in what areas you would like to see growth or improvement in your skill level.

Below are essentially the combined sub-competencies for internal medicine and pediatric milestones 2.0 .

(Suggestion - It might help to open the milestone self-assessment in New Innovations at the same time - then you can read the descriptions of the stages of skill development for each of the bullet points below.)

Reflect on your rotations over the past 6 months:

Skills	Recall then describe situations that demonstrate the ways in which you <u>excel</u> at these skills	Recall then describe situations that demonstrate where you have <u>opportunities for growth</u> in these skills.
<p><u>Patient Care</u></p> <ul style="list-style-type: none"> • History • Physical exam • Clinical Reasoning • Inpt Management • Outpt Management • Digital health (EHR, telehealth) 		
<p><u>Medical Knowledge</u></p> <ul style="list-style-type: none"> • Physiology/Pathology • Therapeutics/Treatment • Diagnostic testing 		
<p><u>System Based Practice</u></p> <ul style="list-style-type: none"> • Patient Safety and QI • System-navigation for patient-centered care • Physician Role in Health care system • Populations and community health (peds) 		
<p><u>Practice-Based Learning and Improvement</u></p> <ul style="list-style-type: none"> • Evidence-based Practice • Reflective Practice and commitment 		

to personal growth		
<u>Professionalism</u> <ul style="list-style-type: none"> • Professional Behavior • Ethical Principles • Accountability/Conscientiousness • Knowledge of self and system wellness 		
<u>Interpersonal and communication skills</u> <ul style="list-style-type: none"> • Family and patient centered communication • Interprofessional and Team communication • Communications within the health care systems 		
<u>Other</u> <ul style="list-style-type: none"> • Any skills that are important to you in your long terms career development that you feel you do particularly well, or are having difficulty with 		

Individualized Learning Plan for:

Name: _____ Date: _____

Program (or Department): _____

Title : _____

Learning Objectives	Strategies/Resources/Tools	How you will evaluate your progress	Assessment of Progress: Date:
1)			
2)			
3)			