

**PEER COACHING
PROJECT:
INTRODUCTION
TO THE
INDIVIDUALIZED
LEARNING PLAN**

- Overview: Peer Coaching Project
- What is an Individualized Learning Plan?
 - Adult learning principles
 - Goals
 - Components
 - Example
 - How to facilitate
- ILP Exercise
- Consent

PEER COACHING PROJECT

- Goal: Explore the value of a peer coaching program to participants (first-year residents and senior resident clinical coaches).

Entrance OSCE	July
OSCE viewing (faculty and self)	August-October
Meeting: Develop ILPs PGY-1 Randomization	November-December
Coaching Workshop	December
Coaching (4x in 5mos)	January-May
Repeat OSCE	May
Participant Debriefing	May-June

WHAT IS AN INDIVIDUALIZED LEARNING PLAN (ILP)?

- Self-assessment
 - Strengths
 - Areas for improvement
- Summarize learning needs
- Define specific goals and learning objectives
- Develop specific STRATEGIES to accomplish your goals.
- Dynamic

- Adults learn best when they are actively engaged in the learning process and self-direct their own learning goals and activities.

-Knowles

Motivated to learn to satisfy need/interest

Learning is life-centered

Experience is the richest resource

Self-directed

Must change with time

GOALS OF THE ILP:

- ◉ Learning contract
- ◉ Self-assessment
- ◉ Exercise in self reflection
- ◉ Formulated by the individual (resident)
- ◉ Guided by teacher...focus on learner driven needs

COMPONENTS OF THE ILP:

- Define goals (reflect on short and long-term goals)
- Self-assessment of areas of strengths and weaknesses
 - Personal attributes
 - Clinical competency
- Summarize learning needs
- Define learning objectives and strategies to accomplish them
 - Develop plans/strategies to achieve the goals
 - Assess the progress on goals
- Revise goals based on achievement

INDIVIDUALIZED LEARNING PLAN (ILP) WORKSHEET

Identify your personal areas of STRENGTH and CONFIDENCE:

Identify your personal areas for IMPROVEMENT:

What are your learning NEEDS to IMPROVE:

Identify three main goals for the remainder of Intern year.

- 1.
- 2.
- 3.

Learning Goal (better understand, learn, become more proficient)	Learning Objective (start with action-verbs)	Learning Strategy (specific, measurable, accountability, realistic)	Timeline

LEARNING OBJECTIVES:

KNOWLEDGE: Define, List, Record, Repeat

COMPREHENSION: Describe, Discuss, Explain,
Identify, Recognize

APPLICATION: Apply, Demonstrate, Illustrate,
Perform

ANALYSIS: Analyze, Criticize, Differentiate,
Question

SYNTHESIS: Collect, Construct, Create, Design,
Organize, Plan, Prepare

EVALUATE: Appraise, Assess, Evaluate, Measure,
Score

Avoid:

Understand, Appreciate, Believe, Know

FACILITATION OF ILPS:

- ◉ Do not be too judgmental
- ◉ Use Self assessment to highlight abilities
- ◉ Actively listen
- ◉ Try to encourage I-SMART goals (Important, Specific, Measurable, Accountability, Realistic, Timeline)
- ◉ Encourage near term and long term goals
- ◉ Follow through with timing and follow-up
- ◉ Consider maintaining your own ILP
- ◉ Skill building in self-directed, reflective learning should be an explicit goal of working with ILPs
 - Offer detailed and user friendly examples of entries
 - Need some dedicated time

EXERCISE

- ◉ Spend five minutes developing your own personal ILP using the worksheet provided
- ◉ Limit your ILP to one goal.
- ◉ You will be using this ILP later in the Application Workshop.

REFERENCES

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