

UAMS PMR Individualized Learning Plan

Resident Name _____ PGY _____ Date _____

Step 1 – Self Assessment/Reflection

Please take this opportunity to reflect on your strengths (ie “I do this well”) and weaknesses (ie “I could definitely improve”) in regards to the six core competencies. This activity is designed to help you to create a learning plan for the upcoming academic year. Indicate each with a checkmark:

Competency	Attributes/Abilities	Strength	Weakness
Patient Care and Procedural Skills	PC1. History (Appropriate for age and impairment)		
	PC 2. Physiatric Physical Examination		
	PC 3. Diagnostic Evaluation		
	PC 4. Medical Management		
	PC 5. Rehabilitation/Functional Management		
	PC 6. Procedural Skills (not including axial injections)		
	PC 7. Procedural Skills: Electrodiagnostic Procedures		
Medical Knowledge	MK 1: Spinal Cord Disorders		
	MK 2. Brain Disorders		
	MK 3. Stroke		
	MK 4. Amputation		
	MK 5. Nerve and Muscle Disorders		
	MK 7. Pain		
	MK 8. Pediatric Disorders		
	MK 9. Spasticity		
	Systems-Based Practice	SBP 1. Systems thinking	
SBP 2. Team approach to enhance patient care coordination.			
SBP 3. Patient safety			
Practice-Based Learning and Improvement	PBLI 1. Self-Directed Learning and Teaching		
	PBLI 2. Locate, appraise, and assimilate evidence from scientific studies related to their patients’ health problems		
	PBLI 3. Quality Improvement (QI)		
Professionalism	PROF1. Compassion, integrity, and respect for others		
	PROF2. Knowledge about, respect for, and adherence to the ethical principles (including beneficence, least harm, respect for autonomy, and justice) relevant to the practice of medicine		
	PROF3. Professional behaviors and accountability to self, patients, society, and the profession		
Interpersonal and Communication Skills	ICS 1. Relationship Management		
	ICS 2. Information gathering and sharing		

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Step 2 – Develop I-SMART Goals

You may use the self-assessment activity to create three 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 may have for the coming year(s). By the end of your 3rd year, you must cover all six competencies in your goals and each year they need to increase in level of difficulty. Goals do not always have to focus on weaknesses and can be related to strengths.

To ensure quality goals you should use the **I-SMART** mnemonic:

Important; Specific; Measurable; Accountability; Realistic; Timeline

Competency	PC	MK	SBP	PBLI	Prof	ICS
Short Term Goal 1						
Strategies to achieve Goal 1						

Competency	PC	MK	SBP	PBLI	Prof	ICS
Short Term Goal 2						
Strategies to achieve Goal 2						

Step 3 – Mentor Meeting to review plan

Meet with mentor to review goals and strategies. Modify document as necessary.

****After signing, email copy to PD and PC****

Resident Signature		Date
Mentor Signature		Date
PD Signature		Date

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Step 4 – Periodic Goal Review

Revisit the goals:

On your own weekly	Quarterly with Mentor	Semiannually with PD

Step 5 – Goal Progress Status

At Appreciative Inquiries with PD, complete this section.

Goal 1	Achieved	Not yet achieved
Your assessment of progress/achievement of Goal 1 (list evidence to substantiate achievement)		

Goal 2	Achieved	Not yet achieved
Your assessment of progress/achievement of Goal 2 (list evidence to substantiate achievement)		

Step 6 – Create new ILP annually

After completing a goal, record the date of completion under the applicable competency

Competency	Date
Patient Care and Procedural Skills	
Medical Knowledge	
Systems-Based Practice	
Practice-Based Learning and Improvement	
Professionalism	
Interpersonal and Communication Skills	