

SELF ASSESSMENT AND INDIVIDUALIZED LEARNING PLAN (ILD)

Claudia Kroker-Bode MD, PhD

No Disclosures



Objectives

- ▶ Adult Learner
- ▶ Self Evaluations
- ▶ Emotional Intelligence (EI)
- ▶ Individualized Learning Plan (ILP)
- ▶ How to get from ILP to a Remediation Plan
- ▶ 2 Examples

SOME COMPONENTS HAVE BEEN TAKEN WITH PERMISSION FROM VANDERBILT ACGME TRAINING PROGRAM AND FROM ANN E. BURKE, MD, ASSOCIATE PROFESSOR, SCHOOL OF MEDICINE WRIGHT STATE UNIVERSITY MARCH 16, 2011

The Adult Learner

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

KNOWLES MS, HOLTEN EF, SWANSON RA. *THE ADULT LEARNER: THE DEFINITIVE CLASSIC IN ADULT EDUCATION AND HUMAN RESOURCES DEVELOPMENT*. 6TH ED. BURLINGTON, MASS: ELSEVIER; 2005

Adult Learner

- ▶ Must identify the **need and develop interest**
- ▶ Learning has to be **centered around their life**
- ▶ **Experience** is the richest resource for them
- ▶ Must be **self directing**; Our role is to engage the learner
- ▶ Can use their **emotional intelligence**
- ▶ Not all learners are the same-**differences increase with age!**

PARTIALLY TAKEN FROM KNOWLES M. *THE ADULT LEARNER: A NEGLECTED SPECIES*. 4TH ED. 1990.


What is Emotional Intelligence (EI)

EI is the ability to be aware of one's own feelings, be aware of other feelings, to differentiate among them and to use the information to guide one's thinking and behavior.

PETER SALOVOY AND JOHN MAYER

A decorative graphic consisting of several parallel white lines of varying lengths, slanted diagonally from the bottom right towards the top right, set against a blue gradient background.

Self Evaluations

- ▶ Not just being the "recipient" of feedback
 - ▶ Being given a voice to shape their performance/plan
 - ▶ Active participation helps to be more engaged
 - ▶ It helps you to understand their strengths and weaknesses
 - ▶ You get to see their perspective and training needs/desires
 - ▶ It can serve as the basis for **Remediation** in form of an **Individualized Learning Plan**
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What is an Individual Learning Plan? (ILP)

ILP is a user (student) specific program or strategy of education or learning that takes into consideration the student's strengths and weaknesses.

Wikipedia

A decorative graphic consisting of several parallel white lines of varying lengths, slanted upwards from left to right, located in the bottom right corner of the slide.

What is an ILP consisting off?

- ▶ Define **“Your Goals”** first
- ▶ Get a **“Self-Assessment”** of areas of learning needs
- ▶ Especially for “Professionalism and Communication” we need **“EI of the Learner”**
- ▶ Define a **“Plan and Strategies to accomplish the goals”** together with the learner
- ▶ Get a **“Learning Contract-Buy In”**
- ▶ **Revise goals as needed** based on achievements
- ▶ Encourage **I-SMART goals**
- ▶ Set **short term and long term goals**
- ▶ **Follow through!!!**

I-SMART = IMPORTANT, SPECIFIC MEASURABLE, ACCOUNTABILITY, REALISTIC, TIMELINE

Individualized Learning Plan

Name _____

Self-Assessment

Please take this opportunity to reflect on your strengths and weaknesses. The hope is that this activity will help you to create a learning plan for the upcoming academic year. Indicate which attributes are your strengths and which are your weaknesses.

22 reportable Competencies/Milestones	Attributes/Abilities	Strength	Weakness
Patient Care	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		
Medical Knowledge	Knowing the basic and clinical supportive sciences appropriate to pediatrics		
	Critically evaluating and applying current medical info and scientific evidence for patient care		

Individualized Learning Plan for _____ Date: _____

Milestone Targets: ___1. MK 2. Communication style_____

What are your own Learning Objectives?	How will you reach your Objectives? (Strategies/Resources/ Tools)	How will you evaluate your Progress?	How and when will you assess your Progress
<p>1. I want to be in the next ITE in Cardiology above the 60th percentile</p>	<ul style="list-style-type: none"> -I will first do the MKSAP questions in cardiology evening 10 questions -Then I will read the answers -Then I will read the MKSAP chapter -Then I repeat the questions and mark the incorrect questions -I will bring in the wrongly answered questions and discuss with my advisor 	<p>I will compare my original MKSAP Cardiology test knowledge with my second attempt</p>	<p>I will need at least 1 month for that. I am in ICU and will start only next block I will be done by September 15, 2016</p>
<p>2. I want to.....</p>			

Questions?

