

Maine Medical Center
Specific Residency/Fellowship Program
PROBATION Individualized Learning Plan - EXAMPLE

Resident: Dr. Smith
Date:

Reason for Probation-ILP:

The Pathology CCC convened on {date} to review semi-annual evaluations and progress on the previous Remediation-ILP, included as an appendix to this document. After careful deliberation, the CCC has determined that Dr. Smith has not sufficiently met the expectations of the R-ILP and is **not** meeting program expectations in the following **ACGME competencies**, based on **review of attending evaluations, peer evaluations, nursing and junior resident complaints and patient feedback** (add any other evaluations here):

Commented [KV1]: There may not be a deficiencies in each of the ACGME core competencies for a R-ILP, but this framework is useful to give the learner broad, competency-based feedback to work on.

Commented [KV2]: Make sure you are clear as to what evaluative data you have used.

Patient Care

- ⇒ Differential diagnoses are broad with some difficulty isolating likely diagnoses and appropriate work up
- ⇒ Care of the patient with different beliefs/desires than Dr. Smith's seems to have been a concern, as evidenced by attending evaluation and patient letter suggesting some level of intolerance

Medical Knowledge

- ⇒ Dr. Smith's knowledge in {topic} is below average, as evidenced by low in-service examination scores and attending feedback

Communication

- ⇒ Communication with nurses has noted to be a concern, based on nursing evaluation forms. Specifically, lack of return of page and phone calls

Professionalism

- ⇒ Interactions with junior residents and residents is an area of concern, specifically around delivery of feedback.
- ⇒ Punctuality - multiple documented instances of late to work

Practice-based Improvement

- ⇒ Dr. Smith appears to have some resistance and lack of insight to summative feedback, although is doing a better job in soliciting formative feedback

[System-based practice]

Expectation(s):

Patient Care

- ⇒ Dr. Smith will focus on reporting pertinent information; better to say 'I don't know' if unsure about data

- ⇒ Continue to work on refining differential diagnoses – seek attending/chief feedback in real time.
- ⇒ Dr. Smith will be more objective about patients with whom s/he disagrees and will seek attending perspective to help navigate these challenging patient interactions

Medical Knowledge

- ⇒ Dr. Smith will be assigned to a reading mentor and is expected to put a reading schedule together demonstrating how s/he will improve in-service examination scores in this area

Communication

- ⇒ Dr. Smith will promptly return pages and phone calls, as a measure of communication and professionalism. If unable to, s/he will ask a colleague to call and gather preliminary information

Professionalism

- ⇒ Dr. Smith will use professional language when communicating with peers and juniors, avoiding raised voice volume. S/he will try to use the +/-/+ approach to giving peers/juniors feedback when they have not met clinical expectations. As a senior resident, s/he will be mindful of the needs of the team, the team members and own needs
- ⇒ Immediate improvement in punctuality

Practice-based Improvement

- ⇒ Dr. Smith will consider being more open to summative feedback and continue to solicit formative feedback. This will be a key competency in effecting long-lasting improvement

[System-based practice]

Focused Plan for Improvement

1. Dr. Smith will meet with her/his mentor at least every other week to talk about challenges and successes
2. Monthly meetings with Dr. Program Director, or more frequently prn
3. Consider counseling with outside source for support, perspective and assistance in resolving communication issues
4. Dr. Smith requests that a mentor be assigned to her/him to...

Commented [KV3]: Make sure you solicit suggestions from the learner in terms of what they can think of that would help them succeed.

Plan for Evaluation

- Plan to solicit evaluations as usual, and from chief residents with whom s/he has worked and present interim evaluations to re-convened CCC in the spring. A copy of this Probation-ILP has been provided to Dr. Smith.

Commented [KV4]: Need to be very specific here and include anything that you might utilize to evaluate in the future.

Program Director

Mentor (as applicable)

I acknowledge that the mismatch between expectations and my current performance has been reviewed with me in person. I commit to making my best effort to improve, seek feedback and meet expectations. I understand that failure to meet expectations may result in continued probationary measures and/or non-renewal of license or termination of employment. I am aware that probation status is *mandated* to be reported to the Maine State Board of Medicine, and *may* be required to be reported by other state boards and credentialing bodies and/or future employers.

_____ Resident/Fellow

Date _____