

EXAMPLE

Resident Development Plan RESIDENT

Entering Characteristics	Initial Plan: Changes to Program	1st Quarter Update/ Effectiveness of Changes	2 nd Quarter Update/ Effectiveness of Changes	3 rd Quarter Update/ Effectiveness of Changes
	Date:	Date:	Date:	Date:
<p>Strengths:</p> <ul style="list-style-type: none"> • Has gained experience in providing safe and effective patient care in managing chronic disease through ambulatory care related rotations. • Has a lot of experience interacting with patients through APPEs and 3 years of working in a community pharmacy. 	<ul style="list-style-type: none"> • The program will provide a lot more opportunities to solidify her strength. • Resident will continue to have interactions with patients and caregivers to master her counseling skills through rotations. Preceptors to provide feedback on patient counseling skills. 	<ul style="list-style-type: none"> • The resident has successfully completed MTM rotation and continuing Heart failure rotation. • Concur this as strength. • The resident has had a lot of direct patient care experiences through heart failure and MTM rotations. She consistently has demonstrated good oral communication skills and counseling techniques, which supported by preceptor evaluation and feedback. 	<ul style="list-style-type: none"> • The resident will have additional opportunities to manage patients in ambulatory care setting through ambulatory FM rotation. • No changes needed in this quarter. • The resident consistently has demonstrated good oral communication skills and counseling techniques, which was supported by preceptor evaluation. • She has done medication reconciliation in other rotations, such as IM and ED. While in the 	<ul style="list-style-type: none"> • The resident will have her Ambulatory FM as a last rotation. • The resident will have three days of heart failure days left before the end of the residency year. • She will have ample opportunities to interact with patients through ambulatory FM rotation. • No changes needed.

<ul style="list-style-type: none"> Time management and multi-tasking 	<ul style="list-style-type: none"> Monitor resident's strength and determine if additional modifications are needed during 1st quarter update. 	<ul style="list-style-type: none"> The resident also has demonstrated strong skill of obtaining a comprehensive home medication list and documenting in the EMR by contacting various pertinent sources. Will communicate with preceptors to offer opportunities to do medication reconciliation if pertinent to other patients in future rotations. The resident has demonstrated this strength by completing projects and assignments before deadlines. She has been able to manage ongoing projects and tasks from heart failure/research longitudinal rotations and core rotations. Concur that this is her strength. However, if presentation dates 	<p>ED, she participated in counseling a patient with polypharmacy issues.</p> <ul style="list-style-type: none"> The program will continue to provide opportunities to do medication counseling and medication reconciliation through future rotations. The resident has taken proactive roles in discussing project deadlines a head of time with pertinent preceptors and make adjustment if necessary. The resident did an excellent job of staying ahead of deadlines and completing tasks on time, which was supported by the preceptor's evaluation. No changes needed. 	<ul style="list-style-type: none"> Improvement in timeliness of projects. RCA and community outreach project and Entresto[®] presentation were all completed on time. R3.2.4 rated ACHR this quarter.
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<ul style="list-style-type: none"> • Interpersonal skills 		<p>overlap, she will take proactive role in letting preceptors know to schedule alternative dates if possible.</p> <ul style="list-style-type: none"> • The resident has shown strong ability to work well with pharmacy staff and providers. She is very well received in the pharmacy and has received positive feedback from medical residents and attending physicians. 	<ul style="list-style-type: none"> • The resident continues to demonstrate strong qualities of a team player. She was recognized by pharmacy staff twice by receiving way-to-be for her willingness to help out and going above and beyond while staffing. • No changes needed. 	
<p>Areas for Improvement:</p> <ul style="list-style-type: none"> • Need to gain more experience in managing a diverse range of patients, co-morbidities, and medication regimens seen in the inpatient setting. 	<ul style="list-style-type: none"> • The program will provide a lot of opportunities to review patient cases and improve patient monitoring skills. Desire to work on these will be conveyed to preceptors and will ask preceptor to give frequent feedback on patient care skills. 	<ul style="list-style-type: none"> • Through ICU and IM rotations, the resident has had a lot of opportunities to manage a diverse range of patient cases to improve on patient monitoring skills. • She has been making excellent progress in working up patients and has demonstrated ability to communicate 	<ul style="list-style-type: none"> • The resident continually gaining more experience in managing patients in acute care settings. • The resident rounded with the STEEL team daily in the ED rotation and participated in multiple codes. The resident even actively participated in one code in providing medications request to 	<ul style="list-style-type: none"> • Resident is satisfied with amount of exposure she had in managing patients in acute care settings during PGY1 residency. • Required patient care goals and critical objectives are rated as ACHR this quarter. • No further development plan action required.

<ul style="list-style-type: none"> Does not have much experience in formulary management and identifying opportunities for improvement of the medication use system. 	<ul style="list-style-type: none"> Communicate with preceptors to provide opportunities to write drug monograph for formulary decision and allow her to present it at P&T. Monitor resident progress to determine if additional modifications are needed during 1st quarter update. 	<p>effectively with the rounding team. She also has made strong recommendations based on provider feedback.</p> <ul style="list-style-type: none"> The program will provide more opportunities for her to further grow and learn in this area. Preceptors to continue to provide feedback to the resident. Resident proactively sought an opportunity to attend health alliance formulary meeting. She hasn't had an opportunity to write a drug monograph yet for formulary decision but will plan on doing it in the near future. The resident was assigned to review heart failure admission orderset. 	<p>RN for administration and assisted in dose preparation.</p> <ul style="list-style-type: none"> The resident will have FM rotation coming up and will communicate with pertinent preceptors to provide more opportunities to solidify patient monitoring skills. Critical patient care objectives related are rated SP this quarter. The resident completed DUE while in the ED focusing on the appropriate use and preparation of tPA in ischemic stroke patients. She has identified and recommended changes that are needed to improve the usage of this high cost and high risk medication. The resident is currently working on two drug monographs, one on Sustol[®] for Oncology 	<ul style="list-style-type: none"> Presented tPA DUE to clinical committee. Submitted Sustol[®] and Rayaldee[®] monographs. R2.1.1, R2.1.2 and R2.1.4 rated ACHR this quarter.
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<ul style="list-style-type: none"> Leadership skills. Teaching experience 	<ul style="list-style-type: none"> Provide opportunities for resident to get involved in interdepartmental committees to represent pharmacy department and the department committee. The program will provide resident an opportunity to precept pharmacy students. She will also obtain a teaching certificate through SIUE program. 	<ul style="list-style-type: none"> The resident volunteered to be a point person for shared governance. The resident has been attending monthly Geriatric fracture committee and continues to be a pharmacy representative. No changes in this quarter. The resident had an opportunity to precept APPE student for three weeks. The program will provide additional opportunities for her to precept pharmacy students. No changes in other areas 	<p>and one on Rayaldee® for HAMP.</p> <ul style="list-style-type: none"> The resident continues to serve as a shared governance representative. The resident will get involved in revising current orthopedic order set, which was requested by the Geriatric fracture committee. The resident had additional opportunities to precept a pharmacy student in heart failure and Oncology rotations The resident will be developing a patient case for SIUE pharmacy school and will have an opportunity to get involved in a course teaching. 	<ul style="list-style-type: none"> Met with workgroup in April and still involved in creating fragility fracture order set. Hope to finish the order set before July. R3.1.1, R3.1.2 rated SP and ACHR this quarter No more students to precept. R4.2.1 and R4.2.2 now rated ACHR this quarter. The resident is in the process of finishing her requirements to obtain a teaching certificate. She will finish her peer review evaluation on Tyler, which will complete the requirements.
<p>Personal Interest</p> <ul style="list-style-type: none"> Ambulatory care 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> The resident has a strong interest in ambulatory care. The program will provide 	<ul style="list-style-type: none"> The resident will be actively involved in setting up Ambulatory FM rotation. She will 	<ul style="list-style-type: none"> The resident has not started Ambulatory FM rotation yet.

		<p>opportunity to get involved in implementation of ambulatory care family medicine rotation.</p>	<p>help writing learning experience description as well as designing the rotation.</p> <ul style="list-style-type: none"> The resident is also involved in Ambulatory care work group. The program will ask feedback from preceptors regarding progress. 	<ul style="list-style-type: none"> Add objectives R1.1.2, R1.1.7 and R1.2.1 as TE and add objectives R1.1.1, R1.1.8, R4.1.1 and R4.1.2 as T. The program will ask feedback from Ambulatory FM preceptors.
<p>Adjustments to the program based on evaluation against the residency program goals and objectives</p>	<ul style="list-style-type: none"> The resident has worked as an intern in a hospital pharmacy using Epic for 3 years, so will reduce inpatient training by one week The resident has conducted two MUE's in P4 year, so will reduce requirement from 2 to 1 for her. 	<ul style="list-style-type: none"> Fully competent to work as a pharmacist in the distribution area 	<ul style="list-style-type: none"> Her MUE project demonstrated that the resident needs additional training. Will add one more MUE back into her schedule due to this assessment 	<ul style="list-style-type: none"> Completed second MUE successfully with minimal guidance
<p>Resident Progress</p> <ul style="list-style-type: none"> Objectives rated NI Changes to goals and objectives Required patient care goals and critical objectives 	<ul style="list-style-type: none"> N/A N/A 	<ul style="list-style-type: none"> N/A N/A 	<ul style="list-style-type: none"> N/A R2.1.2 reassigned from IM to ED LE and rated as SP this quarter. 	<ul style="list-style-type: none"> N/A R2.1.2 rated as ACHR this quarter. All required patient care goals and critical

			<ul style="list-style-type: none"> LEs that have critical objective are rated SP this quarter. Continue to follow and determine ACHR status next quarter. 	<p>objectives rated ACHR this quarter.</p> <ul style="list-style-type: none"> Will continue to assess resident's performance during ambulatory FM rotation.
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Tracking toward successful completion of the residency for RESIDENT

Requirements for successful completion of the residency	1 st quarter assessment Date:	2 nd quarter assessment Date:	3 rd quarter assessment Date:	4 th quarter (end of residency) assessment Date:
RPh licensure by August 1st	July 23 rd license received			
ACHR of 85% of all required objectives (9 required objectives)	0%	~10% R2.1.2	~20% R2.1.3	
ACHR of 100% of all critical objectives required by the program (24 critical objectives)	~4% R2.1.1	~10% R2.1.2, R4.1.4	~40% R1.1.3, R1.1.5, R1.1.6 R2.1.4, R3.2.4	
Successful completion of all required learning experiences	Orientation MTM Critical Care	Internal Medicine ED	Oncology Family Medicine	Pharmacy Administration Ambulatory FM Heart Failure-Longitudinal Staffing - Longitudinal Research Project- Longitudinal
Complete drug monograph			3/7/17	
Presented one MUE to P&T Committee				6/28/17
Complete 2 MUE's			3/15/17	5/25/17

Present 4 journal club articles	9/28/16		3/1/17, 3/28/17, 6/8/17	
Present 4 PowerPoint presentations	9/7/16, 10/19/16	12/1/16	1/17/17	
Complete BLS certification (ACLS optional)	12/29/16			
Complete requirements for residency research project		12/7/16 Mid-year poster presentation	4/27/17 Residency conference presentation	5/17/17 Presented research project to RAC 6/22/17 Submitted manuscript

Tracking of required PGY1 objectives – ACHR

PGY Objectives		1 st quarter Date:	2 nd quarter Date:	3 rd quarter Date:	4 th quarter Date:
R1 Patient Care					
	R1.1 In collaboration with the health care team, provide safe and effective patient care to a diverse range of patients, including those with multiple co-morbidities, high-risk medication regimens, and multiple medications following a consistent patient care process				
	R1.1.1 Interact effectively with health care teams to manage patients' medication therapy			ACHR	
	R1.1.2 Interact effectively with patients, family members, and caregivers				ACHR
	R1.1.3 Collect information on which to base safe and effective medication therapy			ACHR	
	R1.1.4 Analyze and assess information on which to base safe and effective medication therapy				ACHR
	R1.1.5 Design or redesign safe and effective patient-centered therapeutic regimens and monitoring plans (care plans)			ACHR	
	R1.1.6 Ensure implementation of therapeutic regimens and monitoring plans (care plans) by taking appropriate follow-up actions			ACHR	
	R1.1.7 Document direct patient care activities appropriately in the medical record or where appropriate				ACHR
	R1.1.8 Demonstrate responsibility to patients				ACHR
R1.2 Ensure continuity of care during patient transitions between care settings					
	R1.2.1 Manage transitions of care effectively				ACHR

R1.3 Prepare, dispense, and manage medications to support safe and effective drug therapy for patients				
	R1.3.1 Prepare and dispense medications following best practices and the organization's policies and procedures			ACHR
	R1.3.2 Manage aspects of the medication-use process related to formulary management			ACHR
	R1.3.3 Manage aspects of the medication-use process related to oversight of dispensing			ACHR
R2 Advancing Practice and Improving Patient Care				
R2.1 Demonstrate ability to manage formulary and medication-use processes, as applicable to the organization				
	R2.1.1 Prepare a drug class review, monograph, treatment guideline, or protocol	ACHR		
	R2.1.2 Participate in a medication-use evaluation		ACHR	
	R2.1.3 Identify opportunities for improvement of the medication-use system			ACHR
	R2.1.4 Participate in medication event reporting and monitoring			ACHR
R2.2 Demonstrate ability to evaluate and investigate practice, review data, and assimilate scientific evidence to improve patient care and/or the medication-use system				
	R2.2.1 Identify changes needed to improve patient care and/or the medication-use system			ACHR
	R2.2.2 Develop a plan to improve the patient care and/or the medication-use system			ACHR
	R2.2.3 Implement changes to improve patient care and/or the medication-use system			ACHR
	R2.2.4 Assess changes made to improve patient care or the medication-use system			ACHR
	R2.2.5 Effectively develop and present, orally and in writing, a final project report			ACHR
R3 Leadership and Management				
R3.1 Demonstrate leadership skills				
	R3.1.1 Demonstrate personal, interpersonal, and teamwork skills critical for effective leadership			ACHR
	R3.1.2 Apply a process of on-going self-evaluation and personal performance improvement			ACHR
R3.2 Demonstrate management skills				
	R3.2.1 Explain factors that influence departmental planning			ACHR
	R3.2.2 Explain the elements of the pharmacy enterprise and their relationship to the health care system			ACHR
	R3.2.3 Contribute to departmental management			ACHR
	R3.2.4 Manages one's own practice effectively		ACHR	
R4 Teaching, Education, and Dissemination of Knowledge				

	R4.1 Provide effective medication and practice-related education to patients, caregivers, health care professionals, students, and the public (individuals and groups)				
	R4.1.1 Design effective educational activities			<i>ACHR</i>	
	R4.1.2 Use effective presentation and teaching skills to deliver education			<i>ACHR</i>	
	R4.1.3 Use effective written communication to disseminate knowledge			<i>ACHR</i>	
	R4.1.4 Appropriately assess effectiveness of education		<i>ACHR</i>		
	R4.2 Effectively employs appropriate preceptor roles when engaged in teaching students, pharmacy technicians or fellow health care professionals				
	R4.2.1 When engaged in teaching, select a preceptor role that meets learners' educational needs			<i>ACHR</i>	
	R4.2.2 Effectively employ preceptor roles, as appropriate			<i>ACHR</i>	