

EXAMPLE - RESIDENT DEVELOPMENT PLAN: Suzy Resident

Entering Characteristics	Initial Plan: Changes to Program Date: <u>7/23/18</u>	1st Quarter Update/ Effectiveness of Changes Date: <u>9/20/18</u>	2 nd Quarter Update Date: <u>12/28/18</u>	3 rd Quarter Update Date: _____
Strengths: <ul style="list-style-type: none"> • Time management • Communication skills/ presentations 	<ul style="list-style-type: none"> • Will provide opportunities to continue to build on communication skills through participation in a Grand Rounds presentation. • Monitor resident's time management and communication skills through residency activities and determine if additional modifications are needed at 1st quarter update. 	<ul style="list-style-type: none"> • Continues to effectively manage time and meet deadlines. Will continue to monitor. • Presented topic discussion on HIT treatment to staff. Suzy's presentation was thorough, at the appropriate level for her audience, and engaging. Though it was not evident during her presentation, Suzy does express a lack of confidence when presenting to peers. Will ensure additional experiences in this area in the next quarter to help her gain more confidence in this area. 	<ul style="list-style-type: none"> • Suzy continues to meet deadlines and manages her time effectively. • Suzy has presented to the pharmacy department one time to date, and has presented several times to P&T. Additionally, she presented a poster at midyear. During this presentation, Suzy demonstrated increased confidence in presenting. Suzy should continue to gain experience through presenting to a variety of audiences in different settings. Suzy has several different presentations planned for the next quarter to further improve her confidence in this area. 	
Areas for Improvement: <ul style="list-style-type: none"> • Broaden knowledge base • Drug Distribution Experience 	<ul style="list-style-type: none"> • Will continue with 6-week orientation with 4 additional weeks dedicated to drug distribution • Will add additional patient care learning 	<ul style="list-style-type: none"> • 6-week orientation completed successfully, and currently in 2nd phase. Able to perform drug distribution functions with supervision and 	<ul style="list-style-type: none"> • Suzy is now able to perform drug distribution functions mostly independently with infrequent need for coaching. Suzy has been able to staff 	

<ul style="list-style-type: none"> • Designing Drug therapy plans • Leadership/ Management functions • Exploration of various areas of pharmacy practice to guide career goals. 	<p>activities to gain experience with designing therapeutic regimens.</p> <ul style="list-style-type: none"> • The program provides significant opportunity to improve data base and patient care skills. Will convey to preceptors that this is a focus area and ask preceptors to give additional feedback on patient care skills. • Will work with resident to choose electives that expose her to a various practice areas. • Consider off-site learning experience to gain exposure to a broader population of patients. 	<p>coaching at this time. Will adjust staffing schedule to allow time before staffing independently.</p> <ul style="list-style-type: none"> • Has received some direct instruction/ modeling of leadership functions. In the next quarter, will work on additional projects and hands-on experiences. • Have encouraged preceptors to give additional feedback and on patient care skills and focus on providing experiences to build skills in this area. • Due to preceptor transitions, schedule for electives is still pending, and will continue to consider off-site experience if feasible. Resident is working on finalizing elective preferences for on-site and off-site experiences. 	<p>independently for short periods of time and has become more confident in her ability to do so. Will continue with current staffing schedule to give Suzy sufficient practice in this area.</p> <ul style="list-style-type: none"> • Suzy has been able to work on some leadership projects, but still needs experience and practice working with other disciplines on patient-care projects. Expect she will build on this area through her upcoming leadership core rotation but will also have her participate in the Medication Safety Committee for the rest of the year as that will provide several opportunities to work with other disciplines. • Suzy has made significant progress in her ability to design drug therapy plans. Suzy has 1 remaining required patient care rotations following the current rotation. To provide additional experience in this area, 	
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			<p>2 of Suzy's electives will be direct patient care focused.</p> <ul style="list-style-type: none"> • Have worked with Suzy to choose three electives which will give her experience with a broader range of patients and disease states. One of these electives will be an off-site rotation at a community teaching hospital within the health system. 	
Resident Progress		<p>Resident is gaining experience with drug distribution, and has had one patient care learning experience with objectives marked "Achieved" or "SP". Will continue to monitor progress in areas described above. Suzy identified her research project and developed a solid plan for it. 2.2.1 and 2.2.2 have been marked as ACHR.</p>	<p>In review of Suzy's progress related to her goals and objectives, all objectives are currently marked as SP or ACH, with no objectives listed as NI. Objectives 1.1.1, 1.1.2, 1.1.3, 3.1.2, 4.2.1 and 4.2.2 have all be ACHR. All objectives marked as SP at last evaluation offer additional evaluation opportunities to allow her to achieve these objectives, with the exception of the objective related to preparation of an MUE. Will add this objective to her Internal Medicine 2 rotation to allow another opportunity for her to develop this skill.</p>	
Resident Signature				
RPD Signature				