

Individualized Learning Plans:
A Primer with Tools and Concepts for Success!
John Co, John Mahan, Ann Guillot, Amy Jost and Ann Burke
May 2, 2008 11:00 a.m. –1:00 p.m

1. **Introduction of ILPs: what they are and what they are not** (15-20 minutes)
2. **Barriers to successful implementation of ILPs: Break out into small groups** (20 minutes)
3. **Small Groups Report: Barriers and Some Solutions for the ILP process** (10 minutes)
4. **Best Practices example #1: Paper Process, Ann Guillot** (10 minutes)
5. **Best Practices example #2: Pedialink Process, John Mahan** (10 minutes)
6. **Resident Perspective: Amy Jost** (10 minutes)
7. **Break Out Session: Solutions and ideas for Success “Even Better than the Best Practices”** (20 minutes)
 - a. **Pedialink users group**
 - b. **Paper users group**
 - c. **Faculty development group**
8. **Share Ideas/group Summary** (5-10 minutes)
9. **Summary of workshop, handouts given and discussed, Wrap-Up** (5-10 minutes)

BACKGROUND: There is increasing emphasis on self-directed learning (SDL) in graduate medical education. Individualized learning plans (ILPs) are a tool reported to have theoretic educational benefits. Educators in pediatrics are now mandated to have trainees accomplish one ILP per year. Many faculty members, including program directors, who are newly responsible for facilitating development of resident ILPs may feel unprepared for the task. While the definition of ILPs is given to us in the RRC Companion Document, the details of this approach to practice based learning and improvement is a challenge for many. Program directors have found barriers to implementation of successful ILP curricula such as lack of faculty familiarity with the process, lack of faculty buy-in, waning enthusiasm by resident learners, difficulties of time constraints and misunderstanding about the goals of ILPs. Some programs are utilizing Pedialink, while others have developed various written formats for ILPs. There are many examples of programs that have successful ILP processes.

OBJECTIVES:

1. Describe barriers and subsequent solutions for developing an effective ILP process within a training program.
2. Know the most recent literature on the subject of ILPs.
3. Determine a number of strategies to successfully utilize ILPs that will work within your institution.

