

RESIDENT PERCEPTIONS OF INDIVIDUALIZED LEARNING PLANS (ILPs)

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Objective

- Survey residents across the country about ILPs
 - Preferences for implementation
 - Do residents find them useful/valuable?
 - Should they be required?
 - How could they be improved?

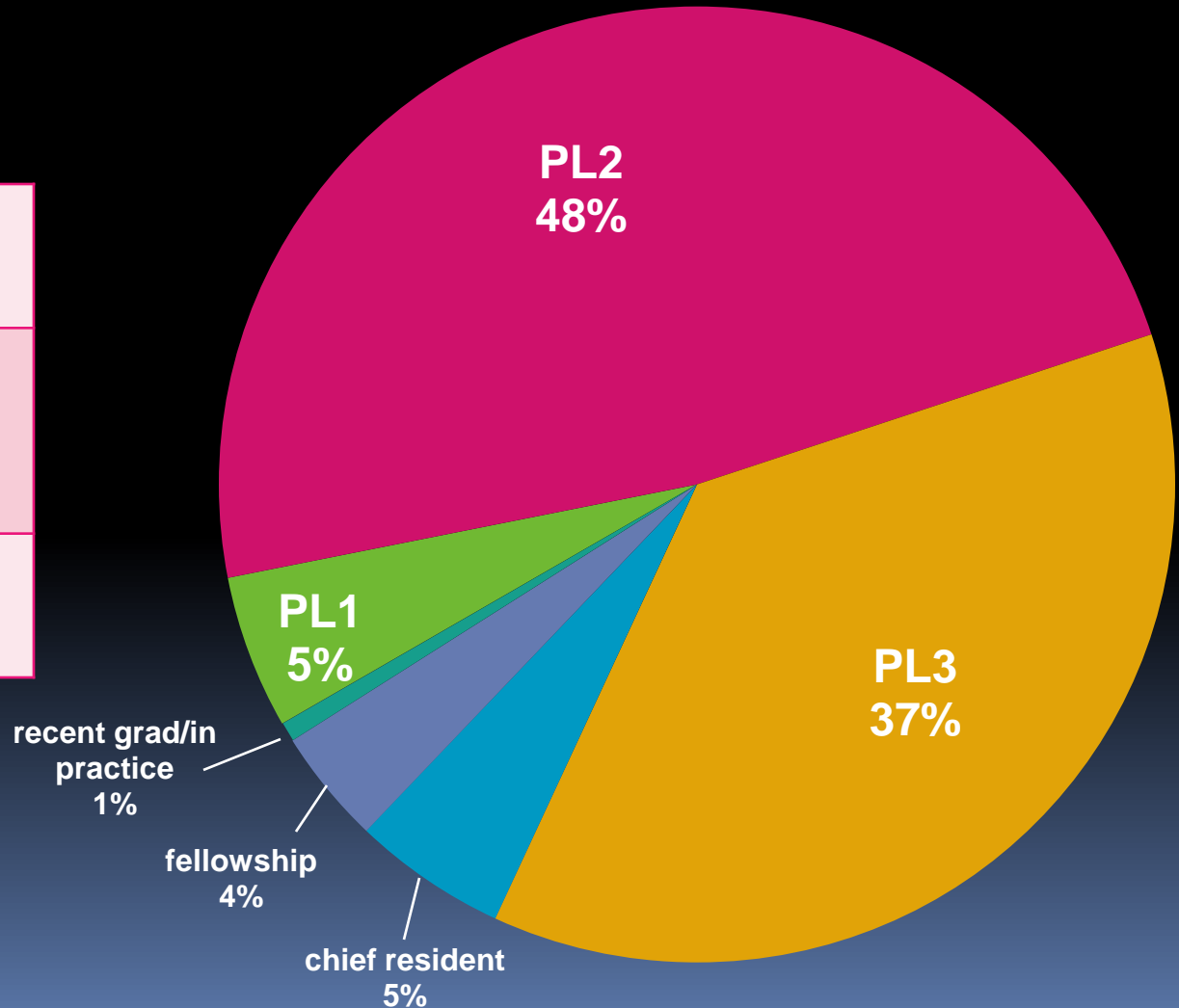
Methods

- Designed a brief survey investigating resident preferences for ILPs using SurveyMonkey
- Sent out link to AAP Resident Section program delegates and executive committee members

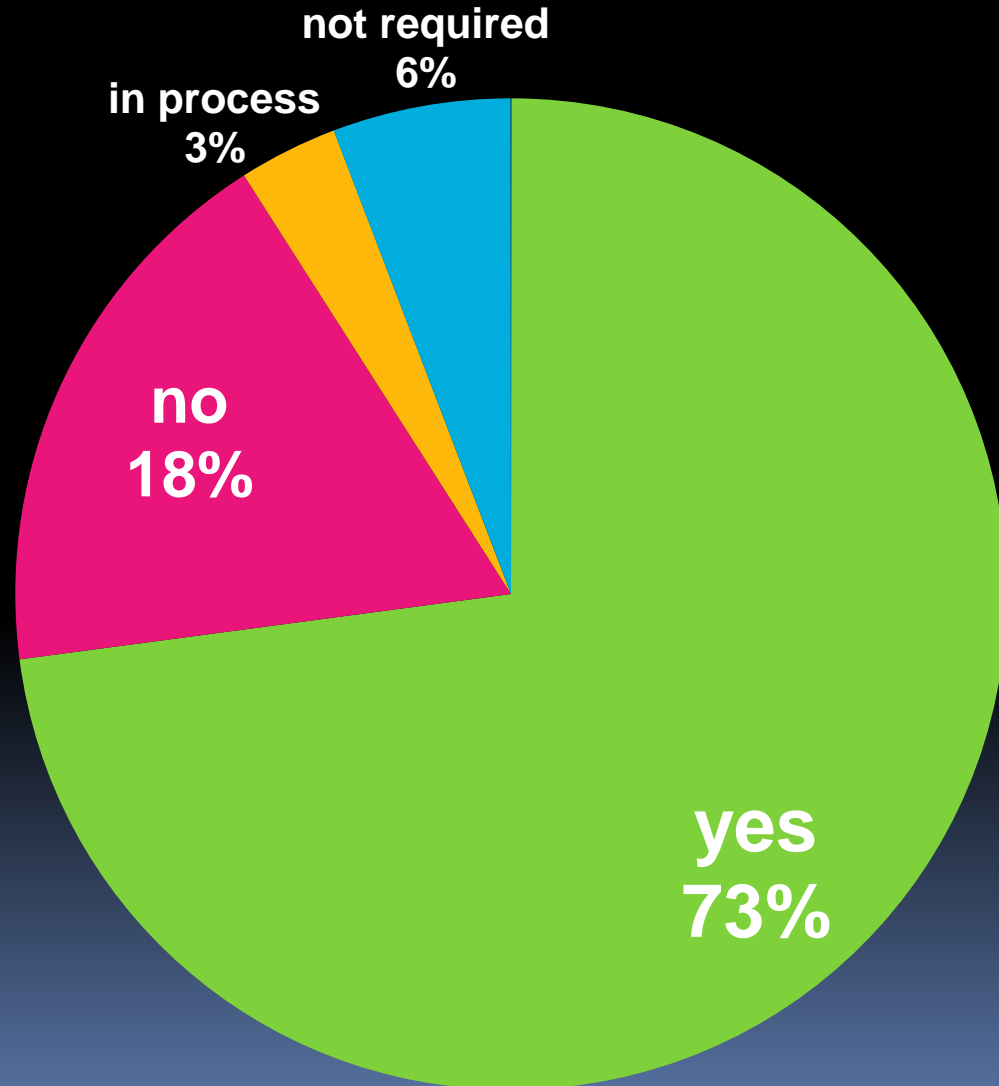
Demographics

Year of Training of Survey Respondents

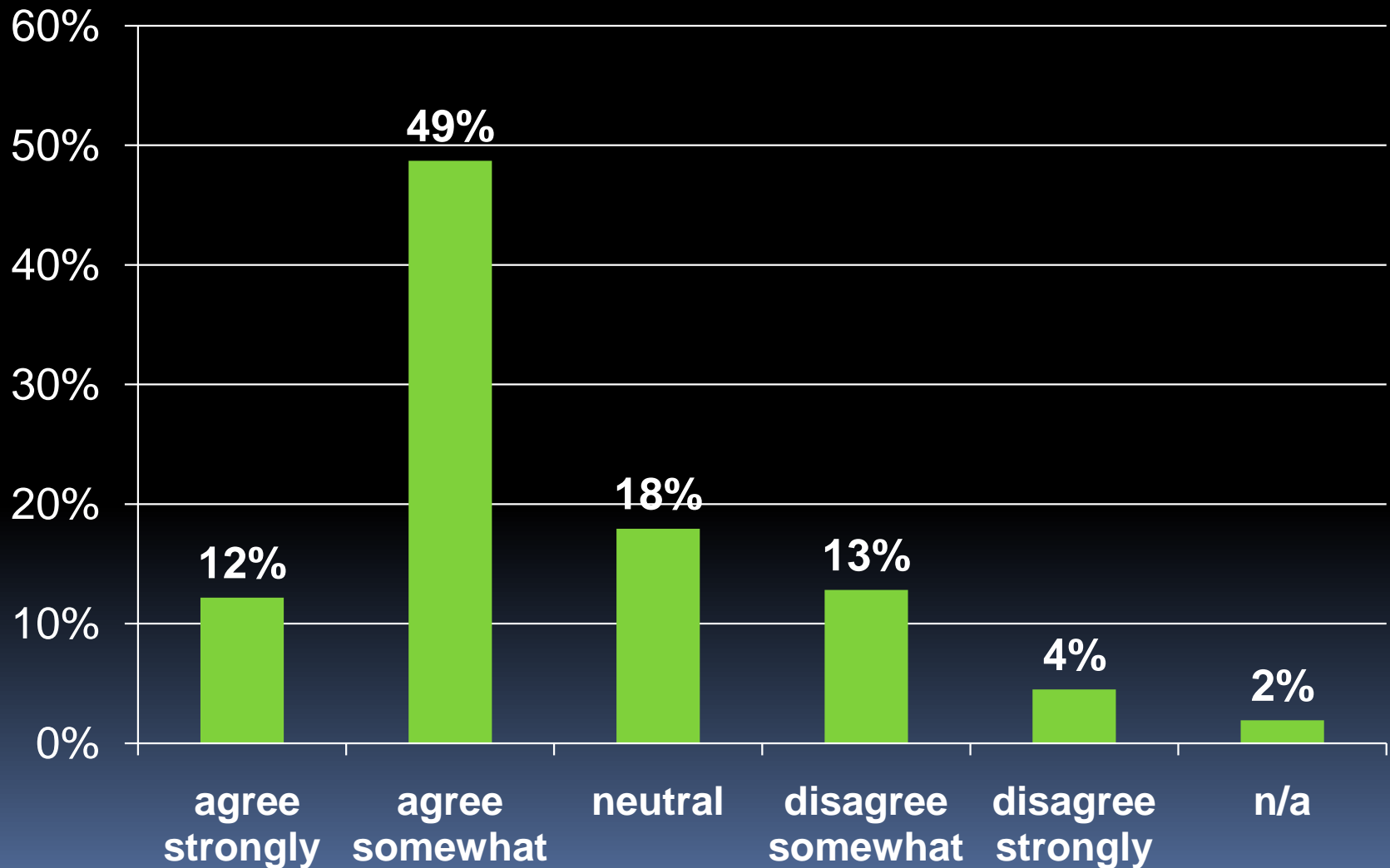
Number surveyed	316
Number of respondents	164
Response rate	52%



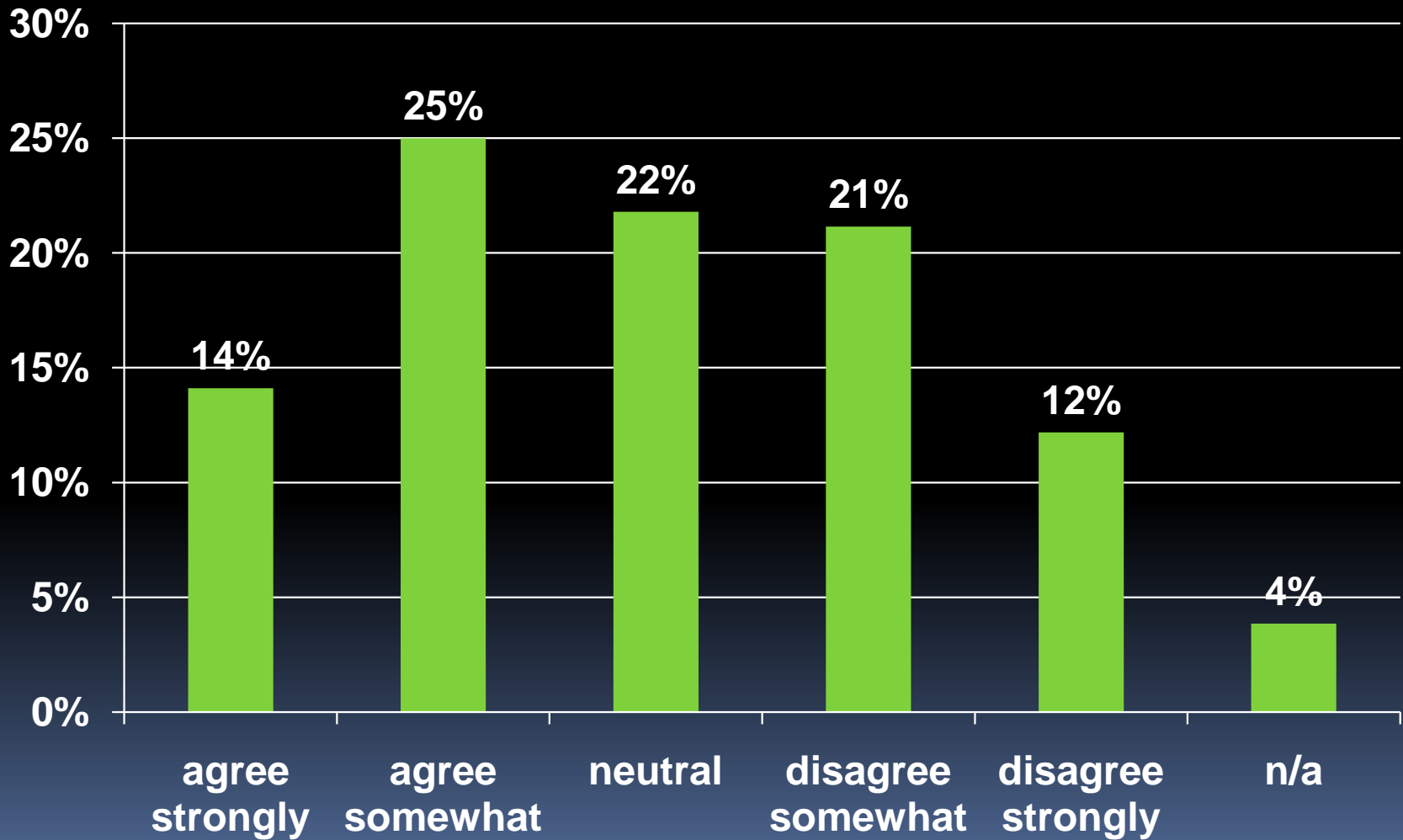
Do you currently have an ILP on file?



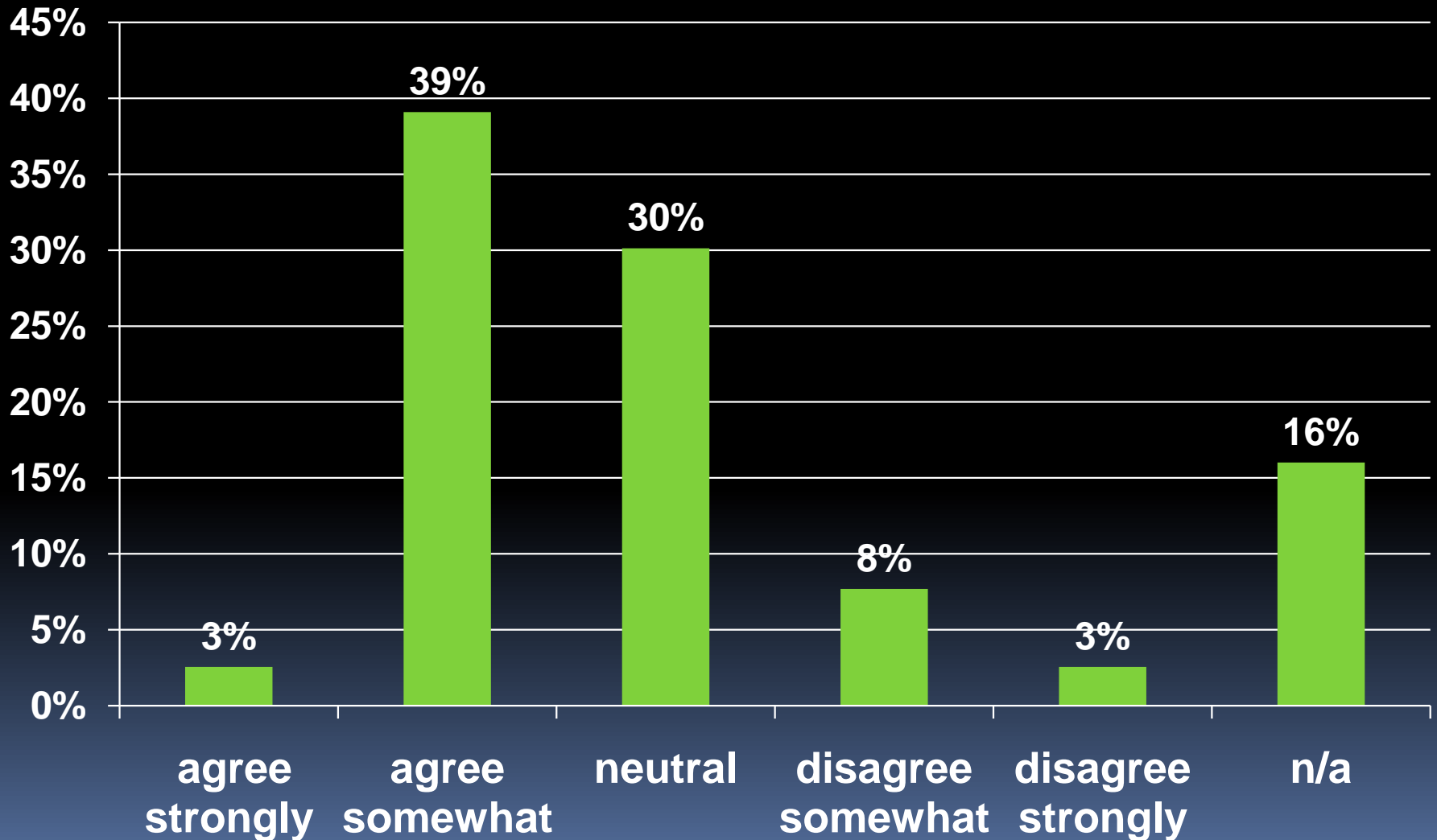
ILPs are a potentially valuable career development tool



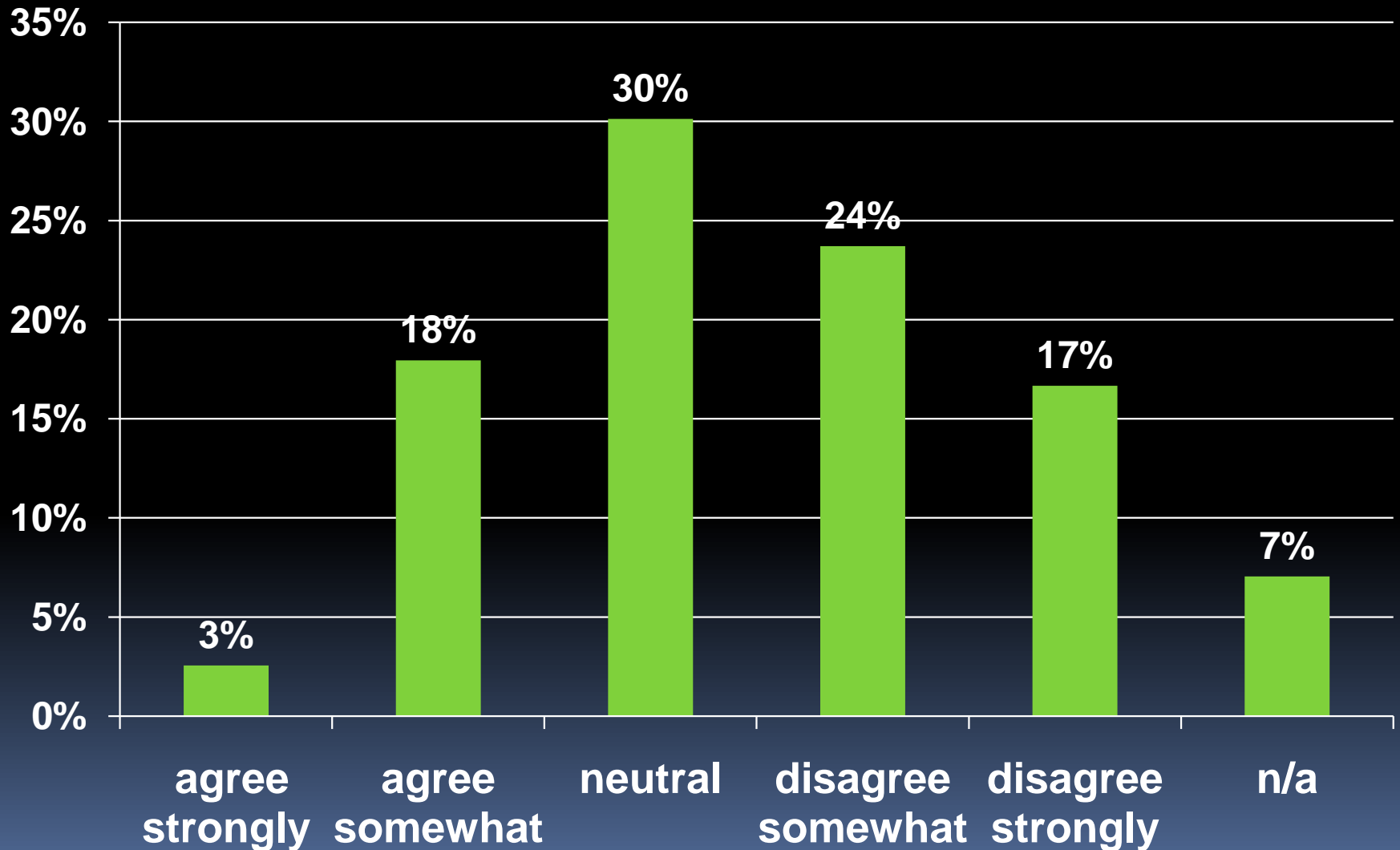
ILPs are/were well implemented at my residency program



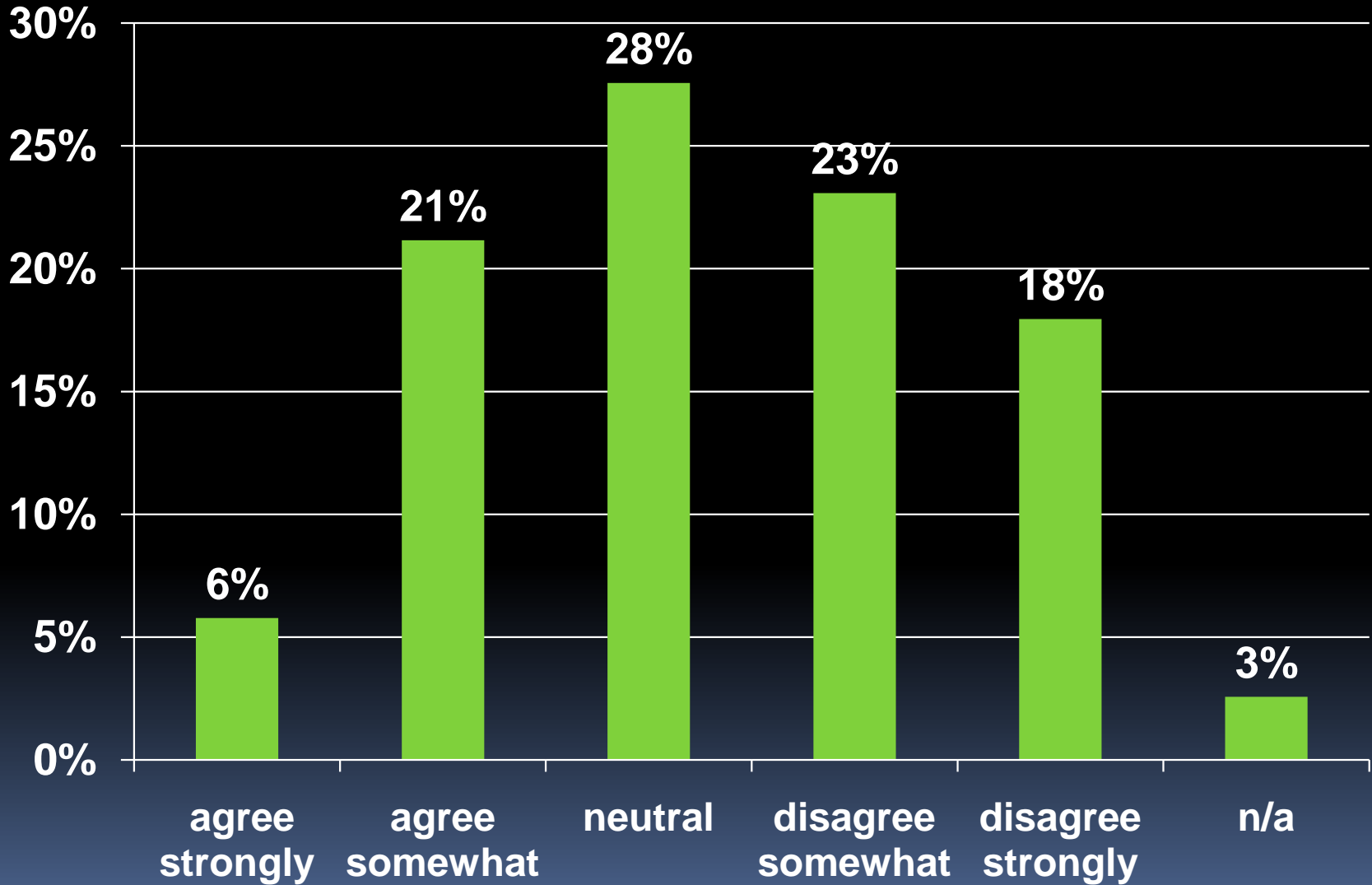
I end up achieving a majority of the goals that are in my ILP



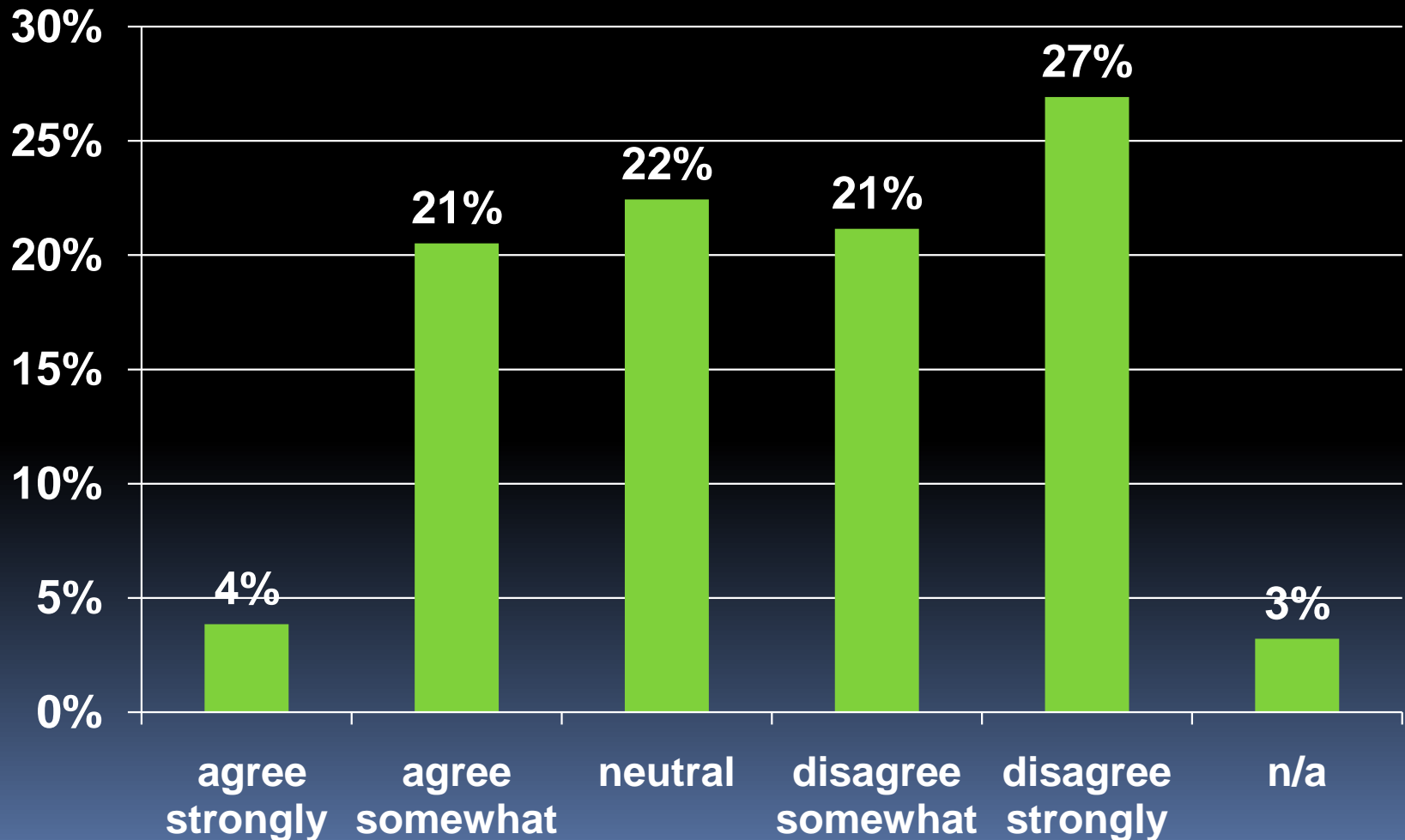
Creating an ILP is an efficient use of my time



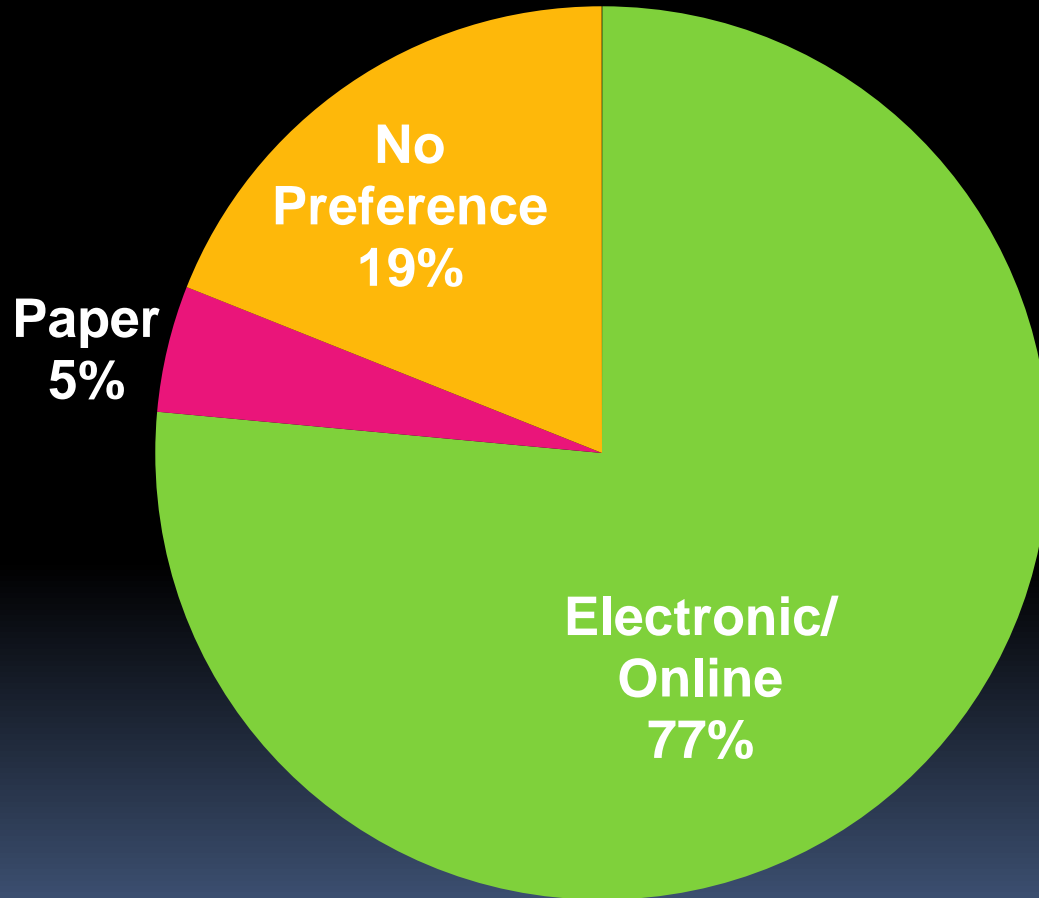
ILPs should be required



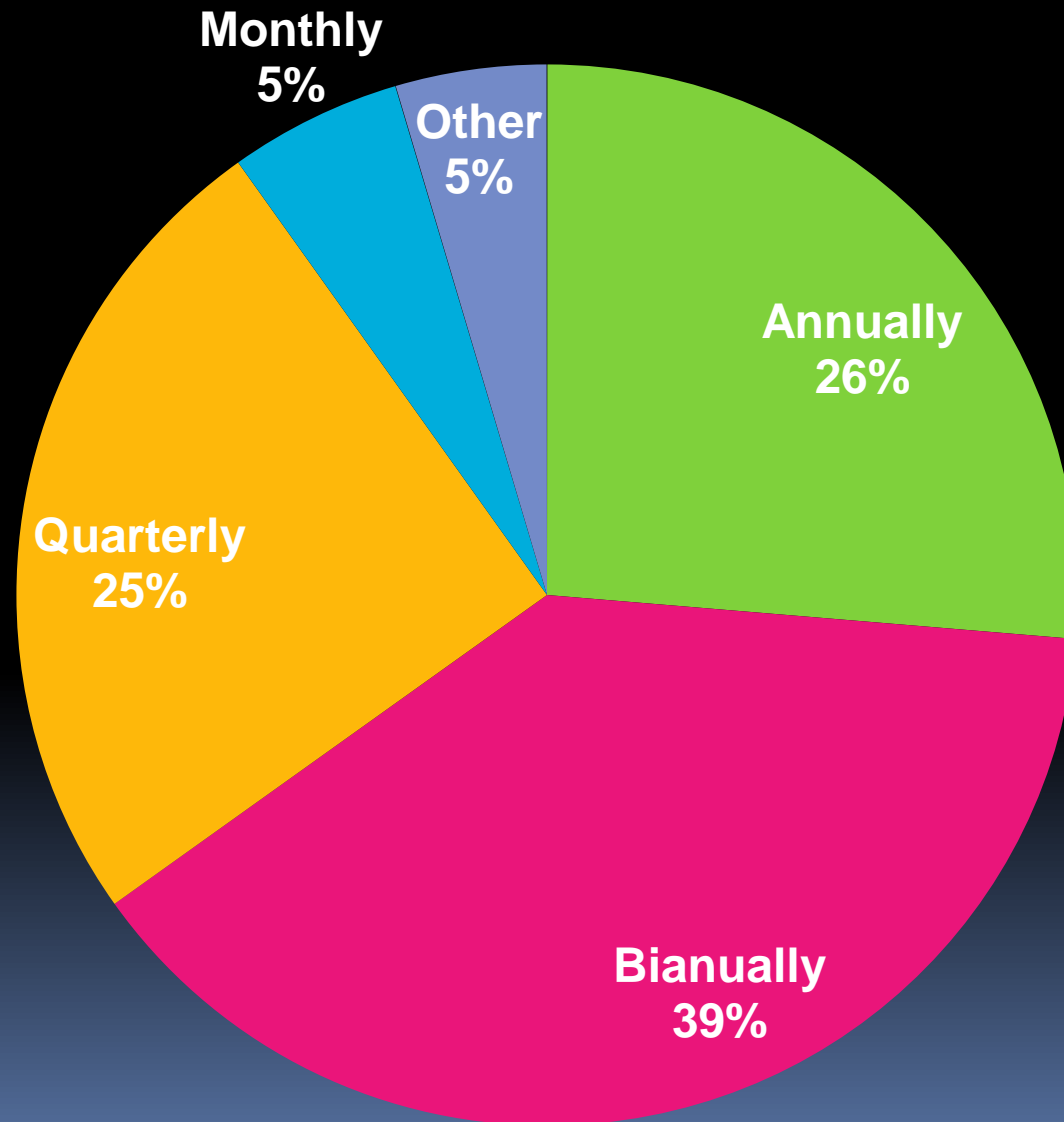
ILPs should be required for elective and/or subspecialty rotations



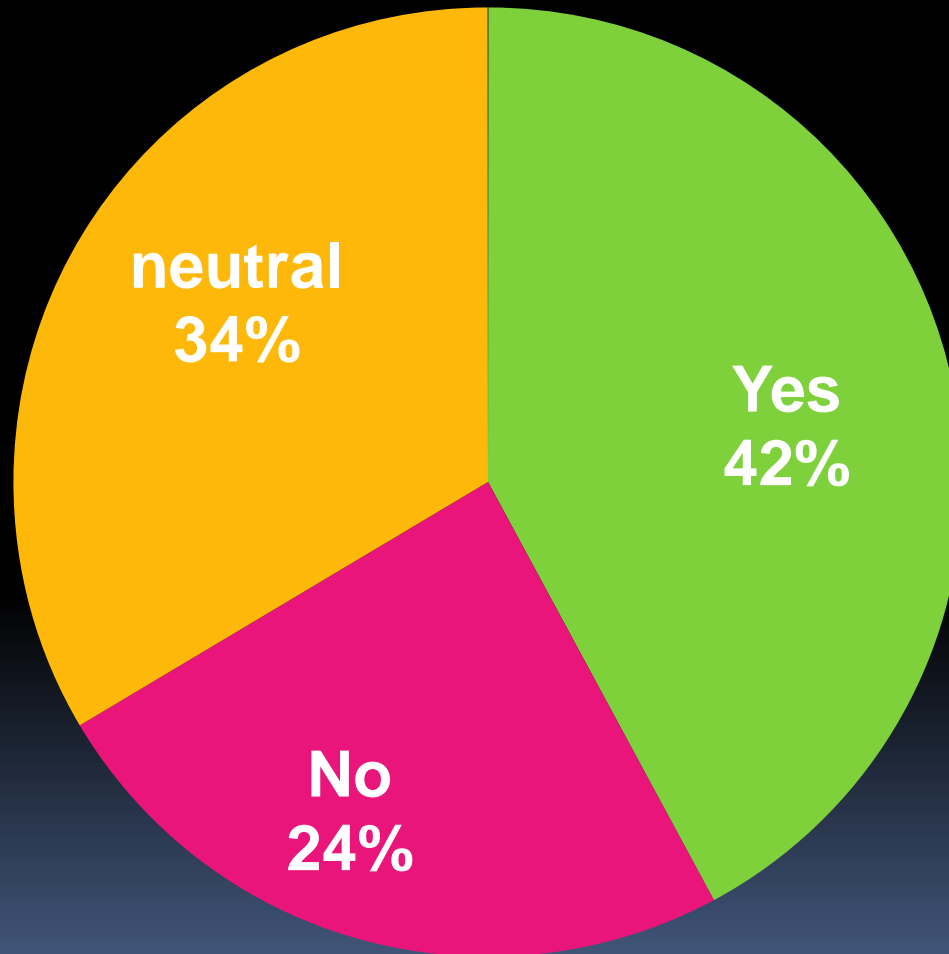
Preferences for ILP implementation: format



Preferences for ILP implementation: frequency of review with faculty member



Are you in favor of ILPs?



Selected Qualitative Comments

Some not so positive...

- I feel the ILP is a waste of time. I know what my goals are. Taking a really long time to enter it into a computer is not helpful. I don't even remember what I put down or how to find it.
- Most residents just check the boxes on their way to meet with their advisor and spend very little time thinking about their answers

Positive impressions

- I think that they help keep an "eye on the prize" and organize thinking around something that could otherwise feel too big/overwhelming.
- I think it may be a good idea to encourage residents to meet learning goals. Personally, I need encouragement and monitoring to make sure that my goals are met, and I suspect that other residents may be similar.

Ideas for improvement: faculty development

- I think that faculty should be more involved in formulating the ILP and they need to review the plans more often.
- An actual feeling that the program directors care about them would help. They know nothing about them, how to login, troubleshoot, etc...and I don't think they really care about them so I feel like it's a waste of time to do them.

Ideas for improvement: logistics

- If during a noon conference one day, the ILP's are explained.
- Give us a designated time to do them (ie during a conference or a morning)

Conclusions

- ILPs are viewed as *potentially* useful by most residents....
- **HOWEVER**, many residents feel that the way ILPs are currently implemented is not ideal
- Most residents prefer electronic format
- Faculty buy-in, knowledge of technical aspects, and adequate mentorship are key to success
- Consider review more than once per year – opportunity for dialogue

Philosophy!

- The concept of the ILP is a good one. The problem is our American view on how to address a problem. Rather than focusing on the true heart of the issue, we instead focus on doing things. I think doing the ILP the way it's done, with stupid prescribed questions [is] an encumbrance. And it therefore adds little (in fact, WASTES my time). Is there any question in one's mind as to why the US has not brought the world a true philosopher since Emerson and Thoreau?