

### Psychiatry: Transition to Practice EPA #3

#### Developing and implementing personalized training experiences geared to career plans or future practice

##### Key Features:

- This EPA focuses on recognizing gaps in performance, personal career goals, and/or needs of the intended practice setting, and developing and implementing a personalized training experience to address them.
- This may include developing further expertise in an area of interest such as a clinical focus, research, education scholarship, health advocacy, or administration.
- Achievement of this EPA includes a) providing a learning plan with rationale, personal needs assessment, and identification of the methods and activities necessary for its achievement; b) submission of evidence of achievement in each area/setting identified in the learning plan – the outcomes must be SMART (specific, measurable, achievable, relevant, timely); and c) reflection on the effectiveness of the plan's design for the trainee's development, highlighting strengths and areas for improvement and reflecting on how future learning plans can be improved.
- The observation of this EPA is divided into three parts: developing a learning plan; implementing a training experience; reflecting on learning.

##### Assessment Plan:

###### Part A: Developing a learning plan

Review of resident's submission of a reflective learning plan identifying activities to achieve by supervisor

Use Form 4.

Collect 1 observation of achievement

###### Part B: Implementing a training experience

Direct observation by supervisor

Use Form 1.

Collect 1 observation of achievement

###### Part C: Reflecting on learning plan efficacy

Review of resident's submission by supervisor

Use Form 4.

Collect 1 observation of achievement

Relevant Milestones:

Part A: Developing a learning plan

- 1 **P 2.1** Demonstrate a commitment to maintaining and enhancing competence
- 2 **S 1.2** Interpret data on personal performance to identify opportunities for learning and improvement
- 3 **L 4.2** Examine personal interests and career goals
- 4 **S 1.1** Define learning needs related to personal practice and/or career goals
- 5 **S 3.1** Generate focused questions that address practice uncertainty and knowledge gaps
- 6 **S 1.1** Create a learning plan that is feasible, includes clear deliverables and a plan for monitoring ongoing achievement
- 7 **S 1.1** Identify resources required to implement a personal learning plan
- 8 **L 4.2** Adjust educational experiences to gain competencies necessary for future practice

Part B: Implementing a training experience

- 1 **P 3.1** Fulfill and adhere to the professional and ethical codes, standards of practice, and laws governing practice
- 2 **L 4.1 Set priorities and manage time to integrate practice and personal life**
- 3 **L 4.2 Manage a career and a practice**
- 4 **S 1.3 Engage in collaborative learning to continuously improve personal practice and contribute to collective improvements in practice**
- 5 **P 2.1 Demonstrate a commitment to maintaining and enhancing competence**
- 6 **P 4.1 Exhibit self-awareness and effectively manage influences on personal well-being and professional performance**

Part C: Reflecting on learning plan efficacy

- 1 **P 2.1** Demonstrate a commitment to maintaining and enhancing competence
- 2 **S 1.2** Interpret data on personal performance to identify opportunities for learning and improvement
- 3 **S 1.1** Monitor and revise a personal learning plan to enhance professional practice