

**RESIDENT DEVELOPMENT PLAN EXAMPLE  
SANDY RESIDENT, PHARM.D.**

| <b>Entering Characteristics</b>  | <b>Initial Plan:<br/>Changes to Program</b>   | <b>1<sup>st</sup> Quarter Update/<br/>Effectiveness of<br/>Changes</b>  | <b>2<sup>nd</sup> Quarter Update</b>  | <b>3<sup>rd</sup> Quarter<br/>Update</b> |
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| <p><b>Strengths</b></p> <ul style="list-style-type: none"> <li>• Has a lot of drug distribution experience as a tech/lead tech at this hospital – very competent in this area</li> <li>• Gets along well with others</li> <li>• Drug distribution</li> <li>• Writing skills</li> </ul> | <ul style="list-style-type: none"> <li>• Shorten orientation to drug distribution from 4 weeks to 3 weeks with a focus on the pharmacist’s role.</li> <li>• Monitor resident strengths and determine if additional modifications are needed during 1<sup>st</sup> quarter update.</li> </ul>  | <ul style="list-style-type: none"> <li>• 3 week orientation period/drug distribution successful</li> <li>• Concur that getting along well with others is a strength</li> <li>• Writing skills – concur that this is a strength</li> </ul>   |   |  |
| <p><b>Areas for Improvement</b></p> <ul style="list-style-type: none"> <li>• Broaden data base and improve patient monitoring</li> <li>• Oncology noted as weakness in patient care skills.</li> </ul>   | <ul style="list-style-type: none"> <li>• The program provides ample opportunity to improve data base and patient monitoring skills. The desire to work on these will be conveyed to preceptors. Ask preceptor to give additional feedback on patient care skills.</li> <li>• Since oncology is an elective area, will not schedule anything to address oncology at this time. She will have some exposure to cancer patients in her required rotations.</li> <li>• Review performance related to data base collection and monitoring of patients and determine if any modifications are needed during 1<sup>st</sup> quarter update.</li> </ul> | <ul style="list-style-type: none"> <li>• Schedule additional time in Family Medicine to help resident achieve patient care objectives (R1.1.2 &amp; R1.1.4 rated NI during Family Medicine rotation).</li> <li>• Continue to request preceptors provide more feedback on R1.1.2 and R1.1.4.</li> <li>• No change in other areas.</li> </ul> | <p><b>10/31 Update:</b><br/>To address nervousness impacting presentations and other communications:</p> <ul style="list-style-type: none"> <li>• Add Objective E6.2.3:<br/><i>Deliver a practice-based educational activity, including didactic or experiential teaching, or facilitation.</i></li> <li>• Add Objective E8.1.1:<br/><i>Design and deliver programs for health care consumers that center on disease prevention and wellness promotion.</i></li> <li>• Additional objectives added to current rotations and evaluations.</li> <li>• Monitor with</li> </ul> |  |

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|                          |  |  | <p>evaluations/preceptor and resident feedback. Will update the plan again at the end of this quarter or sooner if need.</p> <ul style="list-style-type: none"> <li>• Discussed with Residency Advisory Committee and all of Sandy's preceptors so they can assist with monitoring progress of her continued development.</li> <li>• Will meet with preceptors and resident at the end of November to be sure progress is occurring.</li> </ul> |  |
| <b>Resident Progress</b> |  | <p>Most goals and objectives marked SP. R1.1.2 and R1.1.4 rated NI for patient care skills. Preceptors plan to give additional coaching and feedback in these areas.</p> | <ul style="list-style-type: none"> <li>• <b>10/31 Update:</b> Resident has improved on R1.1.2 and R1.1.4. However, she is having difficulty giving presentations and communicating needed information to the health care team due to nervousness. Therefore, Objective E6.2.3 and E8.1.1 have been added to give her more experience and build her confidence.</li> </ul>   |  |