

This individualized education plan sample is based on the *CanMEDS Physician Competency Framework*, an educational framework identifying and describing seven roles that lead to optimal health and health care outcomes. Further information is available from the College of Family Physicians of Canada ([www.cfpc.ca/ProjectAssets/Templates/Resource.aspx?id=3031](http://www.cfpc.ca/ProjectAssets/Templates/Resource.aspx?id=3031)) and the Royal College of Physicians and Surgeons of Canada ([www.royalcollege.ca/portal/page/portal/rc/canmeds](http://www.royalcollege.ca/portal/page/portal/rc/canmeds)).

<b>EDUCATIONAL NEED/CANMEDS ROLE</b>	<b>OUTCOMES (GOALS)</b>	<b>PROPOSED EDUCATIONAL METHOD</b>	<b>ASSESSMENT METHOD</b>	<b>EXPECTED COMPLETION DATE</b>
<p><b>Medical Expert</b></p> <p>Areas to enhance:            Antibiotics            Narcotics            Diabetes</p>	<p>Practice that meets the standard of a family physician in the Province of Ontario as evidenced by positive clinical supervision reports</p>	<p>Meet with the clinical supervisor monthly for 1 year.            Clinical supervisor to be approved by CPSO.</p> <p>Clinical Supervisor will:</p> <ul style="list-style-type: none"> <li>• Review 10 – 15 charts per visit</li> <li>• Review current guidelines on monthly basis with Dr. Doe</li> <li>• After first meeting 50% of charts will focus on the theme of the month listed in first column with discussion on management according to guidelines and strategies to incorporate learning into practice</li> <li>• New topics to be added as needed</li> <li>• Report to College after first meeting and monthly thereafter with report containing:</li> </ul>	<p>Regular reports from clinical supervisor.</p> <p>Evidence from reassessment of practice by CPSO-appointed assessor at conclusion of clinical supervision.</p>	<p>January 2014</p>

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		<ul style="list-style-type: none"> <li>○ A list of all charts reviewed with patient identifiers.</li> <li>○ Review of charts discussed and concerns identified</li> <li>○ Summary of topics reviewed and success in implementing change into practice</li> </ul> <p>Suggested resources:            Antibiotics: <i>Anti-infective Guidelines for Community-acquired infections</i>: <a href="http://www.mumshealth.com/">www.mumshealth.com/</a></p> <p>Narcotics:  <i>Canadian Guideline for Safe and Effective Use of Opioids for Chronic Non-Cancer Pain</i>  <a href="http://nationalpaincentre.mcmaster.ca/opioid/">http://nationalpaincentre.mcmaster.ca/opioid/</a></p> <p>ACCS – ADDICTION CLINICAL CONSULTATION SERVICE            This service provides “just in time” direct clinical advice about such issues as medical complications of drug and</p>		

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		alcohol use and management of patients with addiction problems. Contact: 1-888-720-2227 or 416-595-6968 in Toronto  Diabetes: <a href="http://guidelines.diabetes.ca/">http://guidelines.diabetes.ca/</a>  Medical records: <a href="http://www.cpso.on.ca/uploadedFiles/policies/policies/policyitems/medical_records.pdf">www.cpso.on.ca/uploadedFiles/policies/policies/policyitems/medical_records.pdf</a>		
<b>Communicator</b> To demonstrate current patient and family-centred care	The demonstration of documentation processes that meet the standard of a family physician in Ontario	Clinical supervisor to observe 5 patient encounters once a month for 3 months to directly observe and discuss patient centered questioning  Complete a course/program in patient centered interviewing as approved by the CPSO	Favourable supervision reports.  Favourable report from Communications program.	January 2014
<b>Collaborator</b>  <i>Areas to enhance:</i> Interprofessional	Clear documentation of who is MRP for the patient's	Document in chart who is MRP and for what circumstances (i.e. INR, medication adjustments) Obtain copies of reports that are relevant	Chart review Re-assessment.	January 2014

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communications around responsibility for patient care	illness	to the patient's ongoing care and acknowledge review and follow up plan		
<b>Health Advocate</b>  <i>Areas to enhance:</i> Periodic health Exam Cumulative patient profile	Patient care and management that meets the standard	With assistance of the clinical supervisor, collect and review different templates and approaches to disease prevention.  Suggested resources: Periodic health exam: <a href="http://www.canadiantaskforce.ca">www.canadiantaskforce.ca</a>  <a href="http://www.cfpc.ca/ProjectAssets/Templates/Resource.aspx?id=1184&amp;langType=4105">www.cfpc.ca/ProjectAssets/Templates/Resource.aspx?id=1184&amp;langType=4105</a>		
<b>Manager</b>  <i>Areas to enhance:</i> Recall patients Charting of non-visit information	Improved office organization	Meet with support staff To optimize call backs, charting, follow up on no shows for important results.  Clinical supervisor to assist.	Evidence from reassessment of practice by CPSO-appointed assessor at conclusion of clinical supervision.	January 2014
<b>Professional</b>  <i>Areas to enhance:</i> Understanding conflict	Physician behaviour Practice that meets the standard of a	One-on-one program with ethicist approved by College including homework and reading assignments.	Favourable reports from ethicist.	January 2014

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of interest -engaging in business deals with patients	family physician in the Province of Ontario			
<b>Scholar</b>  <i>Areas to enhance:</i>  Lack of a comprehensive CPD plan through the RPCSC or CFPC	Patient care and management that meets the standard	Dr. Doe to review with clinical supervisor his personal CPD program that meets the requirements of the CPSO.	Submission of detailed list of CPD activities completed.	Ongoing

Plan Drafted by: Carol  
 Plan Reviewed by: McCauley