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The ACGME Common Program Requirements (CPR) states that “the program director or their designee, with input from the Clinical Competency Committee… **must** **assist trainees in developing individualized learning plans** to capitalize on their strengths and identify areas for growth.”

Its purpose is to ensure that you capitalize on your strengths and identify areas for growth.  We’ll go over your ILP at least twice yearly during the semi-annual reviews. I and/or Emily will review and guide you in revising **specific, measurable, achievable, relevant, and time-based goals**.

If you’re currently keeping an ILP, you’re set.  If not, then take a look at the attached ILP Template from the UWGME for one option.  Keep in mind:

* self-reflection
	+ personal & professional **well-being**
	+ attainment of skills, knowledge, and behaviors in **equity, diversity, and inclusion (EDI)**
* self-assessment
* career goals
* development of plans to achieve the goal(s)
* assessment of progress towards the goals
* revising/generating new goals

**What to remember:**

* The ILP helps improve development of self-directed **lifelong learning** skills and engages you to take ownership of your own learning.
* Research shows that **goal generation** tends to be difficult for trainees. During the meeting, a PD/designee should help trainees write/revise **specific, measurable, achievable, relevant, and time-based goals**. Formally writing down learning goals and plans promotes goal attainment.

**Examples:**

Below are links for examples, some of which do not include the required “Self-Reflections”, but do provide insight into ILP’s:

* [ILP in ACGME PD Guidebook for **fellowship programs**](https://urldefense.proofpoint.com/v2/url?u=https-3A__www.uab.edu_medicine_obgynresidency_images_PDFs_Mentoring-5FILP.pdf&d=DwMFAg&c=aBkXpkKi7gN5fe5MqrMaN-VmRugaRb1IDRfSv2xVRy0&r=oP9RZ_hRRKW_Un11N-mm61QOfZnOirJ5OCPxH9cojE4FKc2kQg3hWFs1dnM2lTmQ&m=gajPeDsI0AJpzOikTaX0aGVI9hfG5BqlTmXj7erVHII&s=I47_3vpdmudHlJV2EX1sf_tkHsf9cHFUcZ3aHQb_3wA&e=) (The example in the Guidebook for residency programs inadvertently does not include the entire form.)
* [UWSOM IDP](https://urldefense.proofpoint.com/v2/url?u=https-3A__www.uwmedicine.org_research_training&d=DwMFAg&c=aBkXpkKi7gN5fe5MqrMaN-VmRugaRb1IDRfSv2xVRy0&r=oP9RZ_hRRKW_Un11N-mm61QOfZnOirJ5OCPxH9cojE4FKc2kQg3hWFs1dnM2lTmQ&m=gajPeDsI0AJpzOikTaX0aGVI9hfG5BqlTmXj7erVHII&s=ejVfOEy5MJm6rAl-7iznuFWxo8wyg9h81JZ6YEvanFY&e=) (Scroll down to the "Individual Development Plans" section)
* [UWGME ILP](https://urldefense.proofpoint.com/v2/url?u=https-3A__drive.google.com_file_d_1JNeCQfgJ-5FRmye1zur2hqw0SO7pxYuajU_view-3Fusp-3Dsharing&d=DwMFAg&c=aBkXpkKi7gN5fe5MqrMaN-VmRugaRb1IDRfSv2xVRy0&r=oP9RZ_hRRKW_Un11N-mm61QOfZnOirJ5OCPxH9cojE4FKc2kQg3hWFs1dnM2lTmQ&m=gajPeDsI0AJpzOikTaX0aGVI9hfG5BqlTmXj7erVHII&s=ciWKR_9ccuDEvRRHQYvBc_L21MaRvaqCr0sajbho5Nc&e=) (Click the download button at the right top. Also attached.)
* [Pediatrics ILP, by Ann Burke, MD](https://urldefense.proofpoint.com/v2/url?u=https-3A__www.mededportal.org_doi_10.15766_mep-5F2374-2D8265.1684&d=DwMFAg&c=aBkXpkKi7gN5fe5MqrMaN-VmRugaRb1IDRfSv2xVRy0&r=oP9RZ_hRRKW_Un11N-mm61QOfZnOirJ5OCPxH9cojE4FKc2kQg3hWFs1dnM2lTmQ&m=gajPeDsI0AJpzOikTaX0aGVI9hfG5BqlTmXj7erVHII&s=KdTkrMsdDTYAksladOqtteBgnuQInK4oSDFbEqJnBaI&e=) : You can download the template and supporting materials.
* [Northwestern University Feinberg School of Medicine IDP](https://urldefense.proofpoint.com/v2/url?u=https-3A__www.feinberg.northwestern.edu_sites_physician-2Dscientist_docs_sample-2Dindividual-2Ddevelopment-2Dplan.pdf&d=DwMFAg&c=aBkXpkKi7gN5fe5MqrMaN-VmRugaRb1IDRfSv2xVRy0&r=oP9RZ_hRRKW_Un11N-mm61QOfZnOirJ5OCPxH9cojE4FKc2kQg3hWFs1dnM2lTmQ&m=gajPeDsI0AJpzOikTaX0aGVI9hfG5BqlTmXj7erVHII&s=jd9BuvUP90vyTQE1VmJWbYa2YuHFEGJQt-IAuwVdXS8&e=)
* [ITHS Individualized Development Plan](https://urldefense.proofpoint.com/v2/url?u=https-3A__www.iths.org_wp-2Dcontent_uploads_Individual-2DDevelopment-2DPlan.pdf&d=DwMFAg&c=aBkXpkKi7gN5fe5MqrMaN-VmRugaRb1IDRfSv2xVRy0&r=oP9RZ_hRRKW_Un11N-mm61QOfZnOirJ5OCPxH9cojE4FKc2kQg3hWFs1dnM2lTmQ&m=gajPeDsI0AJpzOikTaX0aGVI9hfG5BqlTmXj7erVHII&s=YHBOhfVrNGZAz-jOUFQGOd78ALI9OxyamerZobCssuQ&e=)
* [UCSF Individual Development for Faculty](https://urldefense.proofpoint.com/v2/url?u=https-3A__academicaffairs.ucsf.edu_ccfl_UCSF-2520School-2520of-2520Medicine-2520by-2520the-2520Academy-2520of-2520Medical-2520Educators-2520IDP.pdf&d=DwMFAg&c=aBkXpkKi7gN5fe5MqrMaN-VmRugaRb1IDRfSv2xVRy0&r=oP9RZ_hRRKW_Un11N-mm61QOfZnOirJ5OCPxH9cojE4FKc2kQg3hWFs1dnM2lTmQ&m=gajPeDsI0AJpzOikTaX0aGVI9hfG5BqlTmXj7erVHII&s=eO395Yqgw2wBfWpELvwsRxeNfYZY2K-SYWHyjmphVbQ&e=)
* [Central Michigan University College of Medicine ILP](https://urldefense.proofpoint.com/v2/url?u=https-3A__www.cmich.edu_colleges_med_Documents_Education_MD_Academic-5FSuccess_Individualized-2520Learning-2520Plan-2520CMU-2520Health.pdf&d=DwMFAg&c=aBkXpkKi7gN5fe5MqrMaN-VmRugaRb1IDRfSv2xVRy0&r=oP9RZ_hRRKW_Un11N-mm61QOfZnOirJ5OCPxH9cojE4FKc2kQg3hWFs1dnM2lTmQ&m=gajPeDsI0AJpzOikTaX0aGVI9hfG5BqlTmXj7erVHII&s=tGMvSOasgLy37McQDTBYODCzZR4jR10cLhyskgOGxas&e=)