Precision Initiatives

Personalised Learning For Healthcare Professionals
Presenter

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Presenter Disclosure

I do not have an affiliation (financial or otherwise) with a pharmaceutical, medical device or communications organization.

Je n’ai aucune affiliation (financière ou autre) avec une entreprise pharmaceutique, un fabricant d’appareils médicaux ou un cabinet de communication.
Old Continuing Medical Education (CME) Model

- No Assessment of Quality
- No Measurement of Outcomes

Old Professional Development Model

- Informal and unstructured
- No or informal assessment
- Little or no involvement of an academic CPD unit
Precision Initiatives
Helping Foster Culture of Accountability: By Empowering the Learners

The 7 P’s:
- Personalized
- Peer-Reviewed
- Patient-Centred
- Participatory
- Proactive
- Preventive
- Predictive

Competency-based CPD curriculum: Precisely tailored to every individual learner’s needs
Precision Framework = Learning Aligned with Quality

Referral Sources
- College of Physicians & Surgeons of Alberta
- Alberta Health Services
- Self
- Communities

Learner signs Learning Contract

Building Precision Framework
- Identify individualized learning gaps
- Self-assessment of needs & goals, including potential barriers
- Customized competency-based behavioral objectives
- Measurable learning outcomes
- Quality improvement initiative identified based on learning need

Qualitative & Quantitative Data
- Peer Reviewed
- Support from Precision Learning Consultant & Quality Improvement Expert
- Reviewed by Patient Liaison Consultant

Finalizing Precision Curriculum
- Preceptor ensures objectives based on systems’ needs, including patient safety and quality
- Preceptor signs Roles & Responsibilities (Learning Contract)

Workflow Automation via Enabling Technology

Undertaking PI
- Personalized Aptitude and Quality tool for Assessment
- Dynamic monitoring
- Opportunity to “renegotiate” learning contract if new needs identified
- Assessment multi-modal

Completing Precision Initiative
- Achieve proficiency in all objectives & complete QI project
- Program and participant evaluations, as well as ‘commitment to change’ at the end

Post Program Reinforcement Activities
- Supportive mentoring &/or coaching
- Impact assessment 6-months post-program
- Tools for Personalized Learning Plan
Key Success Factors

- Partners
- Technology & Infrastructure
- Process
Accountability

Measurement of Meaningful Outcomes

Quality of Curriculum Delivery

Quality of Curriculum Design

Outcomes

Quality

Accountability

Moving Accountability: From Self to Society

Measurement of Meaningful Outcomes
Thank You

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