



**Mount Sinai  
Hospital**

Sinai Health System  
Joseph & Wolf Lebowitz  
Health Complex

### **Mount Sinai Hospital Pharmacy Practice Residency Program Leading Practice Submission**

#### **1. Pharmacy Residency Program Leading Practice Title: End of Rotation Debrief and Action Planning Meetings**

#### **2. Description of Leading Practice:**

At the end of each rotation, the resident organizes and leads a short debrief meeting with the outgoing preceptor, the incoming preceptor and the residency coordinator. The purpose of these meetings is for the resident to discuss strengths and areas of growth identified during the rotation as well as to review the action plan that he/she has developed to address the latter. The action plan from the previous rotation is also reviewed to determine resident progress. The outgoing preceptor is encouraged to discuss additional observations made during the rotation. The group assists the resident in refining the action plan and ensuring that it aligns with the upcoming rotation. All debrief sessions are documented by the residency coordinator, reviewed by the meeting participants for accuracy, and are available to residency preceptors (see attached document template).

The implementation of this process ensures that the resident takes accountability for his/her learning and enhances the development of his/her self-reflection/assessment, critical thinking and problem solving skills. These debrief sessions also enable timely and efficient communication between preceptors on resident progress which allows individualization of resident learning opportunities in future rotations. This process supports the following Accreditation Standards:

#### **2.2.3 Evaluation:**

- Facilitates resident self-assessment and provides additional evidence of skill development throughout the program
- Facilitates communication of a resident's continual progress in achieving the program's intended outcomes from one preceptor to the next preceptor and from rotation to the next rotation so as to individualize each resident rotation based on previous experiences

#### **3.4 Ability to Manage One's Own Practice of Pharmacy**

- The debrief process necessitates that the resident develop and enhance his/her ability to self-reflect on, and critically assess his/her performance during each rotation as well as to problem-solve appropriate strategies to address his/her areas of growth. Taking the lead in this process enables the resident to demonstrate his/her commitment to refining and advancing his/her skills during the residency program

#### **3. Reasons for Implementation:**

We implemented the rotation debrief and action planning meetings to enhance a few areas of our program:

i) *Preceptor to preceptor communication*: Although the program had a written preceptor communication tool in place, preceptors were not always reviewing this document at the beginning of the rotation and thus were not always able to individualize their rotation based on specific resident needs.

ii) *Clarity around resident performance*: During our annual end of year preceptor meeting in 2013-2014, it was



identified that preceptors did not always have a clear understanding of a resident's performance (both strengths and areas for growth) in previous rotations and there was concern that there may be a delay in addressing a resident's areas of growth. The group identified that a more defined process for communication between various rotation preceptors and the resident was needed to ensure that issues were identified early in the residency year so that they could be addressed immediately.

iii) *Opportunity for residents to demonstrate accountability for own learning:* Our program has a robust method of resident evaluation (self and preceptor) in place. The addition of the debrief meetings, and in particular the action planning done by the resident, has provided the link between identification of a resident's challenges and determining how best to address these issues. It is also an opportunity for the resident to recognize progress and strengths achieved during rotations. Leading the debrief and action planning process has enabled the residents to take accountability for their own learning during the residency year.

#### **4. What makes this practice creative and innovative?**

The end of rotation debrief and action planning meetings are an efficient and valuable way to accomplish several program goals which include:

- Effective preceptor to preceptor communication to ensure individualization and optimization of resident rotations and learning opportunities.
- Detailed understanding of resident performance to ensure learning issues are identified rapidly and addressed successfully.
- Enhanced sense of resident accountability for own learning during the residency year by allowing them to lead in this process.

**5. Processes and educational outcomes improved by this practice:** This practice has improved several processes and educational outcomes as identified above in Questions 2 and 3.

**6. Resources required for implementation in other programs:** The following resources are suggested for implementation of the rotation debrief and action planning meetings:

- Available meeting space
- Dedicated time allocated for each meeting (~20 minutes) prior to the start of the next rotation and completion of documentation
- Documentation template (attached)



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### **Impact of the End of Rotation Debrief and Action Planning Meetings:**

The end of rotation debrief and action planning meetings were implemented in 2014-2015. Preceptor and resident feedback has been positive and has confirmed that these meetings have accomplished our aims to:

- Enhance preceptor to preceptor communication
- Assist in individualization of resident rotation and learning experiences
- Identify resident learning challenges quickly and determine a plan to address these issues effectively
- Develop the skills of self-reflection, critical thinking and problem solving as well as a sense of accountability for one's own learning in our residents

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