

Effective: 7/1/2022; Revised: 5/19/2023; 7/1/2024  
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## COACHING AND INDIVIDUALIZED LEARNING PLANS

In addition to evaluations, Program Directors and attending or supervising physicians provide and document timely feedback on an ongoing basis, which includes positive feedback as well as minor performance or conduct concerns as they occur and are documented as such. Coaching may include an Individualized Learning Plan (ILP), which may be in place for all House Staff in order to aid professional development. An ILP is individualized to the performance and needs of the House Staff, and should not be considered Corrective Action.

**Revisions Reviewed and approved by GMEC: 07/01/2024**