

## Appendix A: Enhanced Educational Plan, Remediation Plan, Probation Plan

APPENDIX A: ENHANCED EDUCATION PLAN, REMEDIATION PLAN AND PROBATION PLAN COMPARISON CHART

	Enhanced Education Plan	Remediation Plan	Probation Plan
<b>Definition</b>	Individualized plan designed to assist residents in correcting identified areas for improvement without significant changes to the clinical or academic curriculum.	<p>Remediation is a formal period of targeted training with a specific focus on areas where a resident is experiencing difficulties or demonstrating a lack of skills, knowledge or gaps in professionalism. The goal of remediation is to maximize the opportunity for a resident to successfully complete the residency program.</p> <p>The clinical and academic curriculum may be modified, for example with repeat rotations or new training experiences.</p>	<p>Probation is a period of training during which a resident is expected to correct serious weaknesses that are impacting the ability to successfully complete the residency program. Probation implies the possibility of dismissal from the program if sufficient improvement in performance is not identified by the end of the probation period.</p> <p>Probation is a critical period where training experiences, supervision and assessment may be highly modified to focus on specific areas for improvement.</p>
<b>Triggers for plan</b> (include but are not limited to)	<p>Possible triggers for EEP include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• Borderline ITER</li> <li>• 'Not progressing as expected' assessment by CC</li> <li>• Less than satisfactory assessment(s) as defined by the program</li> <li>• Professionalism concerns</li> <li>• Review of a successful remediation or probation where an EEP is required to provide further areas for monitoring and assessment.</li> </ul>	<p>Possible triggers for remediation include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• Failed rotation (or block)</li> <li>• Unsatisfactory ITER</li> <li>• 'Failure to progress' assessment by CC</li> <li>• Repeated difficulties in one or more competencies across training experiences</li> <li>• Unsatisfactory outcome or 'failure to progress' during or following an EEP</li> <li>• Professionalism or patient safety concerns</li> </ul>	<p>Possible triggers for probation include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• Unsatisfactory or 'failure to progress' assessment during or following a remediation period</li> <li>• A prior remediation or probation period for the same concerns, even if the prior plan was successfully completed</li> <li>• Critical incident related to professionalism and/or patient safety</li> </ul>

## Appendix A: Enhanced Educational Plan, Remediation Plan, Probation Plan (continued)

<b>Plan Requirements</b> (see PGME Plan Templates)	<ul style="list-style-type: none"> <li>Duration</li> <li>Training experiences (rotations or blocks)</li> <li>Supervisor(s)</li> <li>Objectives</li> <li>Expectations</li> <li>Monitoring of progress</li> <li>Potential outcomes or consequences</li> <li>Assessment methods</li> <li>Additional supports (for example mentor, academic advisor, Learner Experience, PARO)</li> </ul>	<ul style="list-style-type: none"> <li>Duration</li> <li>Training experiences (rotations or blocks)</li> <li>Supervisor(s)</li> <li>Objectives</li> <li>Expectations</li> <li>Monitoring of progress</li> <li>Potential outcomes or consequences</li> <li>Assessment methods</li> <li>Additional supports (for example mentor, academic advisor, Learner Experience, PARO)</li> </ul>	<ul style="list-style-type: none"> <li>Duration</li> <li>Training experiences (rotations or blocks)</li> <li>Supervisor(s)</li> <li>Objectives</li> <li>Expectations</li> <li>Monitoring of progress</li> <li>Potential outcomes or consequences</li> <li>Assessment methods</li> <li>Additional supports (for example mentor, academic advisor, Learner Experience, PARO)</li> </ul>
<b>Assessment</b>	Formal review with written documentation at minimum every 4 weeks (end of block).	As required in the remediation plan. At minimum formal review and written documentation of resident progress is required every 4 weeks.	As required in the probation plan. At minimum formal review and written documentation of resident progress is required every 2 weeks.
<b>Length of plan</b>	1 – 3 blocks with extension of up to 6 blocks if improvement is demonstrated.	2 – 3 blocks, with extension to 6 blocks at the discretion of the RPC if there is evidence of some improvement or new deficits are identified during the remediation period.	2 – 3 blocks with an extension to a maximum of 6 blocks when there is evidence of some improvement in the deficits being assessed. Extension of the probation plan must be approved by the Associate Dean PGME.
<b>Consequences of unsuccessful plan</b>	Remediation Note that a plan may be considered unsuccessful at any time during the plan.	Extension of remediation plan Probation Note that a plan may be considered unsuccessful at any time during the plan.	Extension of probation plan Dismissal from the program Note that a plan may be considered unsuccessful at any time during the plan.
<b>Appeal</b>	No appeal is available for the requirement for an EEP.	Appeal of requirement for remediation as per Appeal Policy.	Appeal of requirement for probation as per Appeal Policy.
<b>Approval</b>	Must be signed by the resident and the program director/delegate.	<ol style="list-style-type: none"> <li>Draft remediation plan must be reviewed with the resident.</li> <li>The resident will be provided the opportunity to submit additional information and/or input to the Advisory Board.</li> <li>The final Remediation Plan (following feedback and approval of the Advisory Board) must be</li> </ol>	<ol style="list-style-type: none"> <li>Draft probation plan must be reviewed with the resident.</li> <li>The resident will be provided the opportunity to submit additional information and/or input to the Advisory Board.</li> <li>The final probation plan (following feedback and approval of the Advisory Board) must be reviewed</li> </ol>

## Appendix A: Enhanced Educational Plan, Remediation Plan, Probation Plan (continued)

		reviewed with the resident, signed by the resident to acknowledge receipt and understanding of the plan, and signed by the program director.	with the resident, signed by the resident to acknowledge receipt and understanding of the plan, and signed by the program director.
<b>Advisory Board approval</b>	Not required, however the program may request input from the Advisory Board for the EEP.	Required.	Required.
<b>Extension of Training</b>	An EEP is not expected to increase the duration of training.	An extension of training <u>may</u> be required (whether or not the remediation plan was successful). The decision regarding extension of training (whether the remediation blocks 'count' toward training requirements) will be made by the RPC after completion of the remediation plan.	Training during the probation period <u>will not be counted</u> towards completion of program training requirements. An extension of training will be required.
<b>Electives</b>	Electives may be available if they meet the requirements of the EEP.	Remediation should occur at the program home site(s). Electives will not be part of a remediation plan. If an off-site training experience is considered for a component of the remediation program this must be approved by the Associate Dean, PGME.	Electives are not permitted during the probation period.
<b>Vacation</b>	Vacations are available to the resident during an EEP at the discretion of the program.	Vacation is available but must be approved in writing by the program director. Any vacation, leave or time away from the program during the remediation period will not be counted as part of the remediation period.	Vacation is available but must be approved in writing by the program director. Any vacation, leave or time away from the program during the probation period will not be counted as part of the probation period.
<b>'Moonlighting'</b>	Moonlighting is not recommended during an EEP.	Moonlighting is not permitted during remediation.	Moonlighting is not permitted during a probation program.
<b>Resident Information</b>	All residents must be made aware of the Assessment and Appeals Policies, as well support and advocacy available from Learner Experience and PARO.		

Full policy is available at: [2021 PGME Resident Assessment and Appeals Policy.pdf](#)