



PHYSICIAN PRACTICE
IMPROVEMENT PROGRAM

Action Plan Template

Identify up to three opportunities for improvement that would be beneficial to you or your group.

	Goal
1. What is the opportunity or gap?	Unfamiliarity with the Code of Ethics and Professionalism.
2. What is your SMART goal?	Be able to understand and demonstrate the key points of the Code of Ethics and Professionalism in 1 year through personal assessment and peer feedback.
3. Who will lead the change?	The physician.
4. Who will help implement the change and how will they need help?	A group of peers. They will need reminders and study materials provided.
5. How will you identify the root causes of the issue?	Self-reflection, suspect lack of dedicated time to contemplate and self-assess in the area of ethics and professionalism.
6. Considering root causes, what is a potential intervention which may be tested to improve the challenge you are facing?	Set aside dedicated time to study the CMA Code of Ethics and to meet with peers.
7. What resources are needed?	The CMA Code of Ethics and Professionalism document.
8. What is the timeline?	1 year
9. What barriers may compromise success?	Time constraints. Allowing other priorities to displace this study time.
10. What strategies will you employ to mitigate the barriers identified?	Scheduling dedicated time well in advance to review the material. Creating an accountability group.
11. How will achieving the goal be identified or measured?	Personal reflection. Summarizing learnings for myself. Asking peers to evaluate me on my performance in relation to the Code of Ethics and Professionalism

	Goal
12. What strategies will you employ to evaluate and sustain the change?	<p>Meet monthly with a group of peers and invite attendees to bring ethical challenges encountered in practice for discussion. Regular journaling and self-reflection on the 3 Components:</p> <ul style="list-style-type: none">• Virtues Exemplified by the Ethical Physician• Fundamental Commitments of the Medical Profession• Professional Responsibilities