**PEDSnet Scholars Program: Scholar Development Plan**

**Purpose**

This Scholar Development Plan (SDP) is a planning document for identifying the scholar’s career objectives, professional development needs, and academic progress, specifically in relation to the PEDSnet Scholars Learning Health System (LHS) Scientist Training program.

This SDP will serve as a communication tool for the scholar, their mentors and the leadership team to outline the scholar’s training needs and to identify strategies for overcoming obstacles and maximizing opportunities. It is a living document that should be updated and submitted to the PEDSnet Scholars program office at least twice a year during the program duration.

**Instructions**

Complete a first draft of this document by Feb 28, 2021 and submit to the PEDSnet Scholars program office. Please proceed to schedule a meeting with members of your mentorship team in March to discuss your SDP. By March 31, 2021, please submit a copy to the program office. The SDP will be submitted to the office again in Nov/Dec 2021, and at the same intervals the following year. When submitting subsequent versions, please indicate the revision date, and note major changes to your plan.

* **Section A:** Please start by completing your self-assessment to rate your command of learning health system competencies (Section A). The level of confidence you determine in each domain should inform your goals and the later sections of the IDP.
* **Section B:** Complete your IDP (Section B) with help from your mentors. Once you complete your plan, meet with your full mentoring team to get their feedback. Please be sure to discuss your short- and long-term goals and an action plan for reaching those goals. Suggested discussion topics to include in your mentoring team meeting can be found in Appendix 1. Review your SDP (Section B) with your full mentoring team at least twice a year. You may want to review portions of the plan more often.

**Mentors will provide a summary of your progress at least twice a year.**

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| **Scholar Name, Institution** |  |
| **Primary Research Mentor, title** |  |
| **Other Research Mentors, title** |  |
| **Health System Mentor, title** |  |
| **PEDSnet Mentor, Institution** |  |
| **PEDSnet Scholars Program start date** |  |
| **IDP revision date and key change/s** |  |

**Section A. Learning Health System competencies**

Please rate your baseline mid, and post level of competency of AHRQ Learning Health System Competencies by completing the survey link provided at each time interval. It is not expected that every Scholar will reach a high level of competency in every competency. Providing these self-assessments and desired training will help program leadership and mentoring teams meet individual needs of the scholars.

**Baseline Competency Level**

*SCORES provided by program office*

**Interim Competency Level**

*SCORES provided by program office*

**Post Competency Level**

*SCORES provided by program office*

**Section B. Scholar Development Plan**

**Knowing Yourself**

This section of the IDP is designed for additional self-reflection on your strengths and career objectives and to help your mentoring team learn more about you and your specific career goals during and after your time as a PEDSnet Scholars.

**What do you like to do outside work?**

**What are you passionate about in your professional role?**

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**What are your strengths? What do you do best? What comes naturally to you?**

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**Reflecting on section A above, what types of skills would you like to strengthen? How will they help you?**

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**Which area of specialization would you like to focus on in the PEDSnet Scholars training program? This may be one of the LHS competency areas or a combination of these or other related areas:**

\* Engagement science

\* Data science

\* Improvement science

\* Implementation science

\* Pragmatic research methods

\* Network science

\* Other

**Values: what are your three most important principles that guide your work?**

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**Your career vision**: **What are your long-term goals, in general? Focus on the type of career you would like to pursue in the next 5-years.**

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**Does your current position align with your career objective?** *Consider the following:**In what ways does your current position align well with your career objective with respect to: time available, resources available, department/division expectations for you compared to your objectives, anticipated distribution of effort compared to expected or assigned distribution of effort, etc.? In what ways does your current position not align with your career objectives? If alignment is not as good as it could be, what changes are needed? How can you move toward achieving those changes? What barriers or hurdles do you currently see to achieving your career objectives?*

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**Development Plan**

**Outline the plan for frequency of meetings with primary research, health system, and PEDSnet mentor. (Including mentor name, frequency of engagement, if applicable other activities with mentor)**

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**What are your short-term goals during the K12 Program? Please make them specific and measurable and include such things as: priority publications and presentations, necessarily preliminary data, specific stakeholder engagements with health system leaders and patients and grant submissions.**

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**Provide any additional comments:**

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**Appendix 1.**

**Potential topics to discuss with your primary mentor and mentoring committee during your meetings over the course of the year**

1. **Health Systems Activities: What health system activities can you participate in that would help you learn more about the strategy and operations of your institution? (Quality/Safety Committee, QI projects, etc.)**
2. Resources: What financial, staff, data, clinical and space resources are provided to you by your mentors, department, etc? Are they meeting your needs? If not, what else would be helpful?
3. Coursework/Training: What courses, seminars, conferences, meetings, etc. do you participate in? Are they meeting your needs? If not, what else would be helpful?
4. Clinical Duties (if applicable): How much in percent effort? Is this sufficient for maintaining/enhancing skills? Are these duties interfering with research productivity?
5. Teaching Duties: How much in percent effort? Is this sufficient for developing multidisciplinary academic skills? Are these duties interfering with research productivity?
6. Administrative and Other Duties: How much in percent effort? Do these duties have a positive impact on your career, or are they interfering with research productivity?
7. Protected PEDSnet Scholars Research Time: Are you able to dedicate 75% of your work week to LHS research, training and career development?
8. Non-PEDSnet Scholars Research Time: How much of your FTE is devoted to other research? Is this manageable?
9. Career Pathways
10. Funding Opportunities