

# Physiotherapy in Primary Care

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## Module 1

### Individualized Learning Plans (ILPs)

**Please note:** This course was designed to be interacted and engaged with using the online modules. This **Module Companion Guide** is a resource created to complement the online slides. If there is a discrepancy between this guide and the online module, please refer to the module.

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### MODULE INTRODUCTION

*Please see the online learning module for the full experience of interactions within this document.*

Welcome to the **Preparing Physiotherapists for Team-Based Primary Care** module series. The overarching aim of these modules is to support physiotherapists in developing competencies for physiotherapy practice in team-based primary care settings.

**Module 01: Developing Individualized Learning Plans (ILPs)** is the first module in a series of eight modules. This first module will introduce the series, provide an overview of self-regulated learning theory, and help you apply the principles of self-regulated learning to develop an individualized learning plan (ILP).

#### Module Learning Outcomes

By the end of this module, learners will be able to:

1. Describe the aims, objectives, and organization of the **Preparing Physiotherapists for Team-Based Primary Care** module series.
2. Apply the principles of self-regulated learning theory.
3. Develop an individualized learning plan (ILP) to help you prepare for practice in team-based primary care.

**Note:** A full reference list for topics discussed in this module can be found in the Conclusion section.

By the end of this module, you will have a draft ILP with a set of competencies that you want to enhance, specific learning goals related to enhancing those competencies, and a plan for how you will address those goals. You will revisit this ILP after each of the remaining modules in the Preparing Physiotherapists for Team-Based Primary Care module series to refine your ILP.

By the end of the series of modules, you will have:

- Gained some new foundational knowledge related to the **Competencies for Physiotherapists in Team-Based Primary Care in Canada** (continue to view).
- Identified learning needs and goals related to competencies for physiotherapists in team-based primary care.
- Identified a plan to address those goals through ongoing professional development and networking opportunities.

**Note:** Your ILP may include goals and plans related to enhancing any of the Competencies for Physiotherapists in Team-Based Primary Care; however, the process of developing the ILP itself will specifically help you enhance the following competency:

6.3 Engage in critical self-reflection, self-directed learning, and professional development to advance contributions as a primary care team member.

**Continue to Section 01**

### SECTION 01: AIMS AND OBJECTIVES OF THE MODULE SERIES

In this section, you will learn the aims and objectives of the **Preparing Physiotherapists for Team-Based Primary Care** module series. You will receive an overview of the module series and a description of how they will help you develop your ILP.

#### Overview of the Preparing Physiotherapists for Team-Based Primary Care Modules

The **Preparing Physiotherapists for Team-based Primary Care** modules aim to help you enhance your competencies for team-based primary care by helping you identify and address your existing strengths and learning needs. By enhancing your competencies, you will be better prepared to contribute to high quality team-based primary care and improve the health outcomes of the patients and communities you serve.

#### Overview of the Preparing Physiotherapists for Team-Based Primary Care Modules



#### Existing Strengths and Learning Needs

As an adult learner, it is important to recognize that you bring a lot to the learning that will take place through this series of modules. You have had other educational and professional development experiences, practice experiences, and other life experiences that have all helped prepare you for a physiotherapy role in team-based primary care.

#### Enhanced Competencies

This series of modules is meant to help support you to develop a plan to gain proficiency related to **the Competencies for Physiotherapists in Team-Based Primary Care**.

[Continue the button for the Competencies for Physiotherapists in Team-based Primary Care in Canada.](#)

#### Improved Team-Based Primary Care and Health Outcomes

It is expected that enhanced competencies will lead to higher quality team-based primary care delivery, which will lead to improved health outcomes, patient experiences, health professional experiences, cost-effectiveness, and health equity (goals of the Quintuple Aim).<sup>1</sup>

[Continue the button to review the Quintuple Aim for Health Care Improvement.](#)

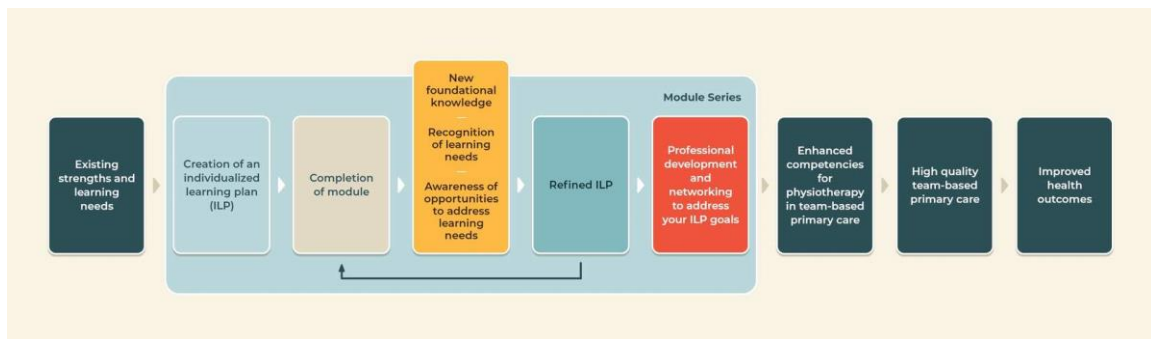
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### Series of Modules

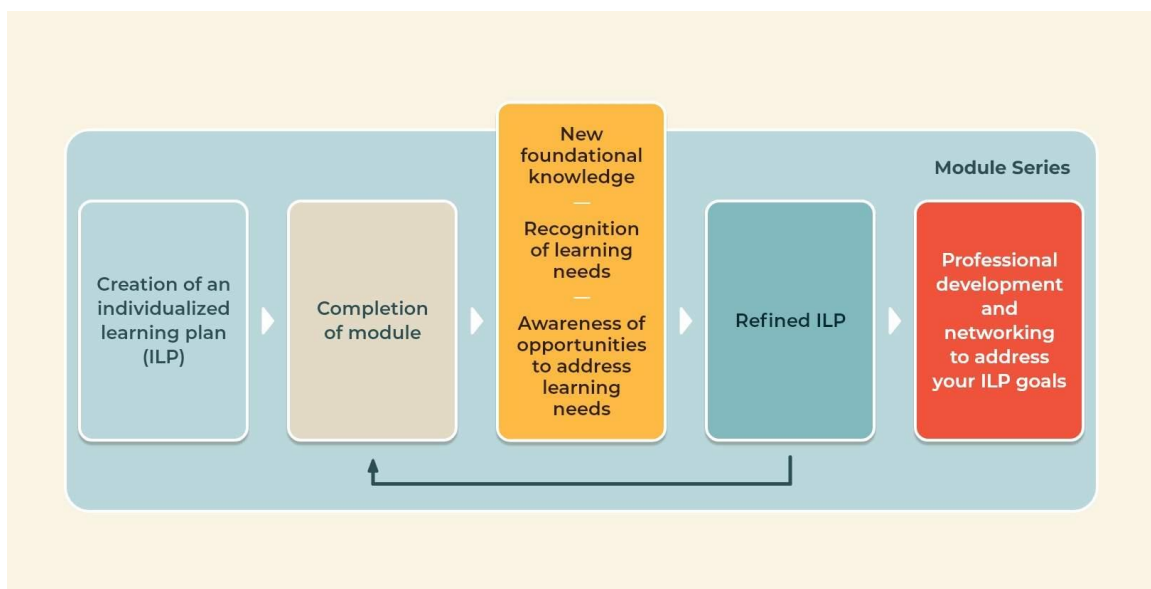
The modules have been created to help enhance competencies for physiotherapy in team-based primary care. As part of the modules, you are encouraged to:

1. Create an ILP
2. Complete a module
3. Gain new foundational knowledge and awareness
4. Refine your ILP
5. Repeat steps 2-4 until all modules have been completed.

### Flow of the Preparing Physiotherapists for Team-Based Primary Care Modules



Continue the checkmarks ✓ on the figure to learn more about how the series of modules will support you in developing your ILP.



### Module 01

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Module 01 will help you to **create** an initial ILP by applying principles of self-regulated learning theory. In the next section, you will be introduced to self-regulated learning.

### Modules 02 to 08

Modules 02 to 08 will be used to **refine** your ILP:

- Module 02: Foundations of Team-Based Primary Care
- Module 03: Creating Safer and Braver Spaces for Clients, Support Networks, and Team Members
- Module 04: Addressing Social Determinants of Health (SDH) in Team-Based Primary Care
- Module 05: Service Delivery Models for Physiotherapists in Team-Based Primary Care
- Module 06: Physiotherapists in the Primary Care Team - Roles and Scope
- Module 07: Supporting Self-Management
- Module 08: Physiotherapy Leadership in Team-Based Primary Care

In this section, you learned about the aims, objective, and flow of the **Preparing for Team-Based Primary Care** modules. At the end of the series of modules you will have an ILP to help you work to enhance competencies for team-based primary care.

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<https://www.sciencedirect.com/science/article/pii/S0735109721078815?via%3Dihub>

### Continue to Section 02

### SECTION 02: SELF-REGULATED LEARNING THEORY

In this section, you will explore self-regulated learning theory and review an example of how it can be used to inform professional development and learning for team-based primary care.

#### Self-Regulated Learning

Self-regulation provides an excellent theoretical framework to help think about and use this series of modules.<sup>2</sup>

The core regulatory processes related to self-regulation include:

- Self-reflection of learning needs
- Self-monitoring of behaviour
- Setting personal goals
- Making action plans
- Feedback on performance
- Reviewing personal goals

These core regulatory processes of self-regulation can also be applied to learning.<sup>3, 4, 5</sup>

Self regulated learning is defined as an "active, constructive process whereby learners set goals for their learning and attempt to monitor, regulate and control their cognition, motivation, and behaviour, guided and constrained by their goals and contextual features in the environment."<sup>6</sup>

Physiotherapists have been working in multidisciplinary teams in primary care for a relatively short time and it is a complex role. Self-regulated learning theory highlights the importance of thinking about your learning needs within this role.<sup>7, 8</sup> Participating in the modules will help you create goals and action plans to address these learning needs.

#### Applying Self-Regulated Learning

Consider the following example to help illustrate how self-regulation can be applied in primary care.

##### Learning Needs

As a physiotherapist working in primary care, you become aware that you need to enhance your abilities related to addressing the social determinants of health of your patients.

##### Goal and Action Plan

To address your learning needs, you create a **goal** and **action plan**.

Your **goal** is to become proficient at identifying and addressing the social determinants of health of your patients within the next six months.

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To address this goal, your **action plan** is to complete **Module 04: Addressing Social Determinants of Health (SDH) in Team-Based Primary Care** to understand more about social determinants of health, and to identify learning needs and opportunities to address those learning needs.

### Reflection

Once you complete the module and identify additional learning needs, you take additional time to reflect on your own competencies and decide what other actions you may need to take to become more proficient at identifying and addressing determinants of health in practice.

In this section, you explored the role of self-regulated learning to assess, plan, and adapt your professional development and learning. In the next section, you will apply this learning theory by creating an initial draft of an individualized learning plan (ILP) to help you prepare for team-based primary care.

**Continue to Section 03**



### SECTION 03: STEPS TO DEVELOPING AN INDIVIDUALIZED LEARNING PLAN (ILP)

In this section, you will be introduced to the steps involved in developing an ILP to help you prepare for practicing in team-based primary care.

#### Developing an ILP

The ILP is a tool to support physiotherapists in enhancing their competencies related to team-based primary care by identifying learning needs and establishing a plan for addressing these needs. The ILP is self-directed and dynamic. You should review your plan every three to four months, reflecting on how your competencies, learning needs, and plans change over time.

Typically, an ILP is developed independently and used to support personal learning needs. It may be developed prior to initiating the remaining modules in this series, and refined at the end of each module.

To develop your own ILP, you will:

1. Review the **ILP Development Guide** (provided at the end of this section).
2. Complete the four activities in the ILP development guide to:
  - Reflect on your current strengths and learning needs related to the Competencies for Physiotherapists in Primary Care.
  - Reflect on your values and how those may relate to your strengths and learning needs.
  - Reflect on your completed and desired professional development and networking experiences.
  - Identify your learning goals and plans to achieve those goals.
3. Review the finalized ILP with a peer or mentor, if desired.

**Note:** As you generate your own ILP, you will be asked to identify and prioritize areas where you want to enhance your primary care competencies. Once the ILP is finished, you will have a series of short, medium, and long-term goals identified with actionable next steps to help guide your learning.

The remainder of this section will present the four activities in the ILP Development Guide, before providing you with the guide to complete.

#### Activity 1: Competency Self-Assessment

Activity 1 is a **competency self-assessment** involving a quick reflection of your current strengths and areas in need of development. This activity divides competencies into six domains:

1. Physiotherapy in primary care expertise
2. Communication as a primary care team member
3. Collaboration as a primary care team member
4. Management within team-based primary care
5. Leadership in team-based primary care
6. Scholarly practice in team-based primary care

To complete the competency self-assessment, rate your current level of proficiency related to the identified competency on a scale of one to five under the self-assessment column (one being novice,

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and five being expert). Identify any learning needs under the corresponding column. Finally, rate the priority level for your learning needs on a scale of one to five (one being low priority, and five being high priority).

*Excerpt of Activity 1: Self-Assessment from the ILP Development Guide.*

### PT IN PRIMARY CARE EXPERTISE

	Competency	Self-assessment	Learning needs	Priority level
1.1	Provide person-centered care that considers the <b>complex personal, social, cultural, and environmental factors</b> contributing to a person's functioning and health.	1 2 3 4 5		1 2 3 4 5
1.2	Establish trusting, collaborative and often <b>longitudinal therapeutic relationships</b> with persons seeking care, along with their families and support networks.	1 2 3 4 5		1 2 3 4 5
1.3	Create and maintain spaces for physically, emotionally, and culturally safe interactions with communities and persons seeking care, along with their families and support networks.	1 2 3 4 5		1 2 3 4 5
1.4	Conduct a comprehensive physiotherapy assessment that <b>addresses</b>	1 2 3 4 5		1 2 3 4 5

	<b>complex personal, social, cultural, and environmental factors</b> affecting the functioning and health of individuals and communities.			
<b>1.5</b>	Apply advanced clinical reasoning to establish a physiotherapy diagnosis, prognosis and management plan that <b>considers the complex personal, social, cultural, and environmental factors</b> that contribute to a person's functioning and health.	1 2 3 4 5		1 2 3 4

**Activity 2: Values Self-Assessment**

Activity 2 is a **values self-assessment**. As part of this activity, you will be asked to reflect on, identify, and list your values (personal and professional). Values are personal and may not always be something you are fully aware of. To gain insights into your values, think about events and activities where you felt emotionally invested or motivated, or situations where you felt conflicted or unsure of how to proceed until you had time to reflect on a situation.

Examples of questions that you might choose to reflect on to assist with this activity include:

- Are there aspects of my work that I feel align with who I am and the values I hold? What are these values that come to mind?
- How aware am I of my own biases? Are there any biases that I have not reflected on and that might impact my work? How do these biases relate to my values (i.e., if I value removing barriers to care for all individuals, how is this enacted in my practice?)
- Have I encountered situations where I was not sure about how to proceed? What factors did I consider to make a decision?

**Activity 3: Professional Development and Networking Self-Assessment**

Activity 3 is a **professional development and networking self-assessment**.

**Professional development** helps you gain practical skills, knowledge, and experiences to build and enhance your competencies. Developing your competencies for physiotherapy in team-based primary care will support your success in your interprofessional primary care role.

**Networking** means building professional contacts with people who can help you with your professional growth. It is therefore an important component of professional development. It allows you to exchange information with like-minded people, connect to experts who have knowledge of trends and opportunities in your fields of interest, and gain first-hand information about team-based primary care. Networking can occur at formal events focused on academic and career development or it can occur elsewhere, for example, while playing sports, attending cultural events, or travelling.

Together, professional development and networking activities give you the opportunity to build on your strengths, identify your competency gaps, and reflect critically on your passions and values.

As part of this activity, you will be asked to reflect on and identify previous, current, and future opportunities for professional development and networking as they relate to your learning needs identified in Activity 1.

*Continue tabs to reveal the questions regarding professional development and networking from the ILP development guide.*

### **Professional Development**

1. What professional development have I already undertaken to enhance my own development as a physiotherapist related to team-based primary care?
2. How have these professional development activities contributed to the competencies I identified as strengths in the competency self-assessment (Activity 1)?
3. What professional development opportunities could help me address the learning needs I identified in physiotherapy in primary care competency self-assessment (Activity 1)?

### **Networking**

1. What networks am I currently involved with that will support me in my role in team-based primary care?
2. How have these networks contributed to the competencies I identified as strengths in the competency self-assessment (Activity 1)?
3. What networks do I need to strengthen, seek out, or establish to support me in my role in team-based primary care? (e.g., community of practice, peer mentorship)

### **Activity 4: Creating your ILP**

Activity 4 is the **creation of your ILP**, guided by the learning needs, values, and professional development and networking opportunities you identify in the earlier activities. First you will choose which competencies to enhance in the short, intermediate, and long-term. You will then describe the specific learning goals related to enhancing these competencies, and what professional development and networking opportunities you will use to address these learning goals.

While completing Activity 4, ensure that goals are SMART (specific, measurable, achievable, relevant, and time-bound). When possible, be specific with the professional development (courses, tools,

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mentorship programs, events, etc.) and networking opportunities that you plan to use to address the learning goals identified.

### Example of completed Activity 4

COMPETENCY I WOULD LIKE TO ENHANCE IN THE SHORT-TERM (1 year)	LEARNING GOAL(S) RELATED TO ENHANCING THIS COMPETENCY	PROFESSIONAL DEVELOPMENT AND NETWORKING OPPORTUNITIES TO ADDRESS THESE LEARNING GOALS
<p><b>Example:</b></p> <p>Identify and assess the social determinants of health (SDH) affecting my patients.</p>	<p><b>Example:</b></p> <ul style="list-style-type: none"> <li>• I will learn to use an assessment tool to identify SDH with my patients and use this assessment tool with three to four patients within three months.</li> <li>• Using the assessment tool, I will identify and discuss SDH influencing my patients' progress towards treatment goals within four months, so that we can discuss whether the patient would like me to be involved in identifying resources, strategies, and/or plans to address the SDH identified.</li> </ul>	<p><b>Example:</b></p> <ul style="list-style-type: none"> <li>• Complete Module 04 in the Preparing Physiotherapists for Team-Based Primary Care module series to identify a SDH assessment tool.</li> <li>• Complete a self-study on how to use and interpret the SDH assessment tool identified.</li> <li>• Review my use of the assessment tool and subsequent discussions with my patients with two members of the primary care team, such as the public health nurse and social worker for feedback.</li> <li>• Seek feedback from patients on their experiences using the assessment tool and discussing the SDH identified.</li> </ul>

### Next Steps

Now that you have been introduced to the four activities in the ILP Development Guide, you can begin creating your own ILP. To create your ILP, complete all four activities from the ILP guide to develop an initial draft.

**Refer to the online module to access the ILP Development Guide**

**Note:** After each of the **Preparing Physiotherapists for Team-Based Primary Care** modules, you will be asked to review, reflect upon, and refine your ILP.

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The ultimate goal is that at the end of the Preparing Physiotherapists for Team-Based Primary Care modules, you will have developed some knowledge related to team-based primary care and will have an ILP to help you gain proficiency related to the Competencies for Physiotherapists in Team-Based Primary Care.

**Continue to Conclusion**

### MODULE CONCLUSION

Self-regulated learning can be a helpful process in establishing personal learning needs, goals, and an action plan to address your goals. The ILP is a tool that physiotherapists in primary care can use to help them identify learning needs and the steps they can take to address these needs.

At this time, you are encouraged to create an initial ILP related to practicing in team-based primary care. You will be asked to revisit and refine your initial ILP after each of the modules in the **Preparing Physiotherapists for Team-Based Primary Care** modules. The hope is that these modules provide a valuable stimulus for identifying your learning needs and goals, and also provide you with ideas to include in your action plan for addressing your learning goals.

Learning is a life-long process. As you develop your ILP, you will be identifying your current priorities related to learning needs and goals. However, your learning needs, goals, and priorities are likely change as you gain experience as a physiotherapist in team-based primary care. The ILP is meant to be a living document that you can revisit as your learning needs evolve.

Once you have created your initial ILP, you can continue to **Module 02: Foundations of Team-Based Primary Care**.

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