

Appendix A:

AI Primer:

Individualized Learning Plans (ILPs) ask for:

- Future practice focus goals
- Resident's strengths
- Things to work on related to future practice goals
- What was learned since the last ILP review
- Two to three SMARTIE goals, each linked to one of the 15 ACGME Family Medicine Core Outcomes
- A well-being objective

What are SMARTIE Goals?

SMARTIE goals build on the SMART framework used to create clear, actionable objectives (Specific, Measurable, Achievable, Relevant, and Time-bound) that target specific competencies, such as clinical skills or patient communication while also promoting inclusivity and equity. This means designing goals that are realistic and aligned with the resident's capabilities and career objectives, considerate of diverse patient populations, and inclusive of varied perspectives. By incorporating inclusivity and equity into SMART goals, residents can ensure their professional development aligns with principles of equitable care and cultural competency, ultimately contributing to a more just healthcare environment.

SMARTIE Goals and Generative AI

Many residents and faculty struggle with articulating SMART or SMARTIE goals even when they fully understand the kinds of growth and learning they would like to pursue. Generative AI (specifically ChatGPT) is designed to assist with tasks such as articulating ideas.

The following is a quick primer on using ChatGPT to assist you in working with your residents to write ILP SMARTIE goals.

Basics of Using ChatGPT

If you prefer a video to augment this content, please visit:

<https://drive.google.com/file/d/1xpvzjUK23DO6HsvGOHMP6lS7SIBR5E1M/view> It is a short video demonstrating the basic use of ChatGPT; it's not specifically about medical education or SMARTIE goals. Navigate to ChatGPT: <https://chatgpt.com/> You may opt to create a free account if you don't already have one.

Your prompt will be entered at the bottom of the page:

Asking for a response in ChatGPT that is meaningful requires (in diminishing importance):

- Context: background information, what does success look like, environment
- Task: starts with a verb
- Exemplars: give examples (evidence-based on improved outputs)
- Persona: who you want the model to answer as

- Format: what should the output be formatted as
- Tone: use feelings to get tone words for a prompt

For SMARTIE goals associated with resident ILPs, here are some potential prompt structures – you and your resident can tailor this however you need in ChatGPT

- Context: Individualized learning plan, family medicine residency, future practice goal(s), essential values and/or outcomes and/or milestones and/or skills
- Task: Write two goals that are Specific, Measurable, Achievable, Relevant, Time-bound, Inclusive, and Equitable
- Exemplar: provide, if possible
- Persona: you are a resident in post-graduate year (1, 2, or 3), or you are a faculty advisor/coach helping a resident
- Format: 1-4 sentences
- Tone: Strengths-based

Once you receive an answer from ChatGPT, review it with your resident and determine whether it fits for their ILP. You can then build on what the AI provided or tell it to try again and explain what it did wrong. This process can be as iterative as you need it to be.

Sample Prompt for ILP Development with Resident:

"I am a family medicine faculty member meeting with my resident to guide them in completing their Individualized Learning Plan (ILP) and developing SMARTIE goals. Here is what an ILP includes and its purpose:

- *Future practice focus goals*
- *Resident's strengths*
- *Areas for improvement related to their future practice*
- *Reflections on what was learned since the last ILP*
- *Two to three SMARTIE goals connected to one of the 15 ACGME Family Medicine Core Outcomes*
- *A well-being objective*

SMARTIE goals build on the SMART framework (Specific, Measurable, Achievable, Relevant, and Time-bound) by adding inclusivity and equity considerations. These goals should be realistic, relevant to the resident's career objectives, and culturally inclusive, fostering equitable care.

Please provide two suggested goals that meet the SMARTIE criteria. Each goal should be 1-4 sentences long, strengths-based, and formatted for easy inclusion in an ILP."