

## Practising Well Peer Learners

The Ontario College of Family Physicians represents more than 15,000 family physicians across the province. We support our members by providing evidence-based education and professional development, promoting, and recognizing leadership excellence in family medicine, and advocating for the vital role family physicians play in delivering the highest quality care to patients and families across Ontario.

### About the Practising Well Program

Family doctors, like yourself, want access to current information, knowledge, and respected experts to support them in providing the best care possible to patients with their mental health, substance use disorders and chronic pain. Practising Well is here to provide that support. It is an active and engaged virtual community that gives members access to a deep well of knowledge to make their practise easier today, and to improve it in the future.

At the core of Practising Well are three distinct, yet interrelated, parts:

- **Community of Practice:** A Community of Practice by family physicians, for family physicians, to connect in real time with, and learn from colleagues from across the province. This Community of Practice is anchored by monthly live, interactive virtual sessions and soon will expand to an online discussion board to allow for you to continue the conversation after the call.
- **Information Exchange:** An easy-to-navigate online repository of clinical and practice information, designed to help you quickly find what you're looking for and support your learning.
- **Peer to Peer Connect:** An opportunity for you to join as a Peer Learner and partner with a family physician Peer Guide to share experiences and best practices that will help you achieve your learning goals.

By joining as a Practising Well Peer Learner, you will have access to all aspects of the Practising Well Program, including the educational support of a Peer Guide, to address a range of topic areas, including mental health, substance use disorders and chronic pain.

**Please note: The Practising Well Program has been designed to provide educational support to family physicians. It is not a clinical consultation support for specific patients.**

## Earn Mainpro+® CPD Credits

Practising Well has been certified by the College of Family Physicians of Canada for up to 36 Mainpro+ credits.

- Peer Learners are eligible to earn 3 credits per hour, for up to 36 credits, for the time they spend with a Peer Guide working toward their goals and learning practical tips and approaches to care for their patients. Peer Learners will be provided with an easy tracking template so that credits can be recorded. They may choose to have the OCFP enter Mainpro+ credits on their behalf or to receive a certificate on a quarterly basis.
- Up to 12 additional credits can be earned by participating in monthly Community of Practice calls. Attendees may select to have the OCFP enter credits on their behalf or to receive a certificate after each call.
- In the near future, the OCFP will be applying for certification of the Information Exchange.

## Overview of the Peer Learner Role

A Peer Learner is a family physician who has identified a need for support in one of the clinical or practice areas identified by the Practising Well Program. They may be at any stage in their career and at any level of expertise in one or more of these areas.

As a Peer Learner you are matched with one or more Peer Guides who help you set and work towards your learning goals. Goals may be short-term, and achieved over a few months, or longer term. Once a goal has been achieved, you may decide to set another, or to focus your engagement with the broader program through the Community of Practice or Information Exchange.

## Overview of the Peer Guide Role

Practising Well Peer Guides are experienced clinicians who have clinical knowledge in one or more of the targeted areas, as well as knowledge in mentoring, coaching, and practice facilitation. The Peer Guide acts as an advisor, coach, role model, teacher, and motivator to the Peer Learner as they support learning and professional development.

Peer Guides provide Peer Learners with one-to-one connection, using a combination of structured, goal-driven coaching and longer-term mentoring to support clinical and practice-based topics through the Peer to Peer Connect component of Practising Well. Peer Guides also support family physicians with clinical and practical resource navigation questions posed through the Practising Well Information Exchange.

## How are Peer Learners matched with Peer Guides?

Peer Learners who are currently matched with a mentor will be matched with that family physician Peer Guide, if possible.

**[Coming Soon]** Peer Learners are invited to review the profiles of available Peer Guides on the OCFP website and identify their 1-2 preferences. OCFP staff will then contact the Peer Guide to see if they have capacity. If yes, the Peer Learner is matched with the Peer Guide. If not, the Learner may choose another, or to wait for their preferred Peer Guide to be available.

OCFP staff will assist Peer Learners to be matched with a Peer Guide, and will ask for details to help make the best connection and most meaningful experience

Peer Learners may be matched with more than one Peer Guide based on their learning goals. For example, a Peer Learner who is working with one Peer Guide may join a small group of Peer Learners who have similar goals to engage in a group discussion that is facilitated by another Peer Guide.

### What does participation in Peer to Peer Connect look like?

Peer Learners will identify one or more learning goals. They track their individual progress towards meeting their goals through brief surveys that are used by the OCFP to refine the supports offered by the Practising Well program.

Peer Learners can receive a combination of 1:1 and group support through a combination of structured, goal-driven coaching and longer-term support. Peer Learners' learning goals should be developed using the SMART approach:

<b>S</b>	Specific	Specify the topic/task of the Objective
<b>M</b>	Measurable	Quality, Quantity, timelines, and/or cost effectiveness
<b>A</b>	Achievable	Realistic and within the Peer Learner's control
<b>R</b>	Relevant	Consistent with the employee's role in the workplace
<b>T</b>	Time-Based	There is a time limit associated with completion

We anticipate that Peer Learners may require a few months to achieve short term goals, with up to 6-12 months to reach longer-term goals. Once a goal has been achieved, the Peer Learner may choose to set another, or to focus their engagement with the Practising Well Program through the Community of Practice or Information Exchange.

### How to Join?

Family physicians who are interested in becoming a Peer Learner are asked to:

- Provide demographic information to ensure a suitable Peer Guide pairing and to help with program delivery and evaluation.
- Identify learning goals and work with their Peer Guide to achieve their goals. Peer Learners will be asked to provide periodic updates on progress towards goals as part of program evaluation and as part of certification requirements.
- Provide feedback to the OCFP on elements of the program for continuous improvement.

### Next Steps

To sign up as a Practising Well Peer Learner, please provide us with your information through a [short form on the OCFP website](#). Questions? Contact us at [practisingwell@ocfp.on.ca](mailto:practisingwell@ocfp.on.ca).