

## Residency Program Goals and Objectives

### ST. MICHAEL'S HOSPITAL PHARMACY RESIDENCY PROGRAM VISION, MISSION, GOALS, OBJECTIVES AND OUTCOMES

**Vision:**

A nationally recognized residency training program for future pharmacy clinician leaders.

**Mission:**

St. Michael's Hospital Pharmacy Department (Unity Health Toronto) is committed to exemplary patient care, medication distribution and safety, education and research practice. As such, the residency program is committed:

1. To provide a supportive experiential learning environment using practitioner role models who facilitate the Resident's learning.
2. To develop competent and progressive hospital pharmacy practitioners who can incorporate the necessary knowledge, skills, and attitudes into practice
3. To develop future clinician leaders for the profession of pharmacy.

**Goals:**

1. To provide an individualized and flexible one year full time experiential learning program that encompasses clinical practice, education, research and leadership.
2. To enable the Resident to function as an independent pharmacist through developing the knowledge, skills and competence needed to provide patient care, education, research, and administrative duties.
3. To promote and incorporate the principles of the medication distribution system, informatics, and safe medication practices into daily practice.
4. To provide opportunities for the Resident to enhance verbal and written communication skills including teaching, presentation, and scholarly writing.
5. To provide the opportunity and guidance to the Resident to conceptualize, plan, conduct, and disseminate the results of a research project.
6. To develop the leadership capacity of the Resident to become a future clinician leader for the profession.
7. To develop the capacity of the Resident to manage one's own practice.

**Objectives:**

At the end of the residency program, the Resident will be able to competently (as defined in the residency program Levels and Ranges document):

1. Practice pharmacist care by effectively and efficiently completing patient assessments, and follow-up, and the identification, resolution and prevention of drug related problems.
2. Select and effectively apply relevant tools (e.g., pharmacokinetic calculations, patient interviewing) to support direct patient care.
3. Safely and efficiently navigate the medication system including pharmacy informatics and medication order validation, medication safety principles, and sterile and non-sterile products.
4. Critically appraise the medical literature and effectively disseminate drug information.
5. Effectively apply pedagogical knowledge and teaching skills through completion of didactic and field-based opportunities.
6. Effectively and confidently conduct presentations through presenting at staff seminars, in-services and meetings.
7. Demonstrate scholarly writing through completion of proposals, reports and projects.
8. Effectively interact and communicate with patients utilizing effective patient communication skills.
9. Collaboratively work with other health professionals and staff to enable effective patient care and hospital pharmacy practice.
10. Utilizing effective interpersonal and communication skills to enable effective patient care and hospital pharmacy practice.

11. Complete a research project, thereby developing skills in project management, organization, problem-solving, critical appraisal of the literature, data analysis, evaluation and presentation.
12. Manage one's own practice in an ethical and professional manner.
13. Demonstrate leadership through patient care initiatives and successful project management.

**Outcomes:**

Utilizing the knowledge, skills, and attitudes developed in the course of the residency year, the Resident will become a competent and progressive pharmacy practitioner. The residency program will provide the necessary skills, knowledge and attitudes to enable the Resident to become a leader in pharmacy practice including, but not limited to, patient care, project management, administration, teaching and academia, and research and scholarship.

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