

## Practising Well Role Description: Peer Learner

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.

### Practising Well Program Description

[Practising Well](#) is the place where family doctors can access and share current resources, tools, knowledge, and expertise. It connects family physicians through province-wide Community of Practice conversations, one-on-one or small group peer learning and supports, and provides a platform for shared information. Within these three channels, the program supports family doctors to improve quality of care and find practical solutions to implement at point of care, while reducing isolation and improving joy and capacity in work – particularly important at a time when so many family doctors are experiencing burnout.

Practising Well is comprised of three components:

- **[Community of Practice](#)**: by family physicians, for family physicians, to connect in real time with, and learn from, others who are working with patients to address their mental health, substance use disorders and chronic pain.
- **[Information Exchange](#)**: An easy-to-navigate online repository of information designed to help family physicians quickly find what they're looking for.
- **[Peer Connect](#)**: An opportunity to partner with another family physician, either one-to-one or in small groups, to share experiences and best practices in the treatment of mental health, substance use disorders and chronic pain.

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.

**Practising Well is here to help you learn and has been designed to provide educational support to family physicians at all stages of their career across Ontario. 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.

## 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?

To get started, interested Learners are required to [create an account](#) on the OCFP website.

Once logged in, Peer Learners are invited to [review the profiles](#) of available Peer Guides on the OCFP website and complete the short form to request a Peer Guide. 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.

If Peer Learners are not sure who they want to be matched with, [OCFP staff can help](#) by selecting a Peer Guide who can support the Learner in meeting their goals.

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.

### Next Steps

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

- Create an account on the OCFP website: [create an account](#). OCFP staff will need to approve account. This is typically done in 1-2 business days and Learners will receive a notification.
- Browse [Peer Guide directory](#) to select a Guide or [request help](#) from the OCFP.
- 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.

Questions? Contact us at [practisingwell@ocfp.on.ca](mailto:practisingwell@ocfp.on.ca). Visit the [Practising Well website](#) for more information about the program.