

Renal Medicine

Milestones for the Middle East



May 2017

The Renal Medicine Milestones for the Middle East

The Milestones are designed only for use in evaluation of fellows in the context of their participation in ACGME-I-accredited fellowship programs. The Milestones provide a framework for the assessment of the development of the fellow in key dimensions of the elements of physician competency in a subspecialty. They neither represent the entirety of the dimensions of the six domains of physician competency, nor are they designed to be relevant in any other context.

Milestones Reporting

This document presents milestones designed for programs to use in semi-annual review of fellow performance and reporting to the ACGME-I. Milestones are knowledge, skills, attitudes, and other attributes for each of the ACGME-I competencies organized in a developmental framework from less to more advanced. They are descriptors and targets for fellow performance as a learner moves from entry into their program through graduation.

For each period, review and reporting will involve selecting milestone levels that best describe each fellow's current performance and attributes. Milestones are arranged in numbered levels. Tracking from "Critical Deficiencies"/"Level 1" to "Aspirational"/"Level 5" is synonymous with moving from novice to expert in the subspecialty. These levels do not correspond with time in the educational program. Dependent upon previous education and experience, fellows may enter a program at varying points in the Milestones.

Selection of a level implies that the fellow substantially demonstrates the milestones in that level, as well as those in lower levels (see the diagram on page v).

Critical Deficiencies/Level 1: These learner behaviors are not within the spectrum of developing competence. Instead, they indicate significant deficiencies in a fellow's performance.

Column 2/Level 2: Describes behaviors of an early learner.

Column 3/Level 3: Describes behaviors of a fellow who is advancing and demonstrating improvement in performance related to the Milestones.

Ready for Unsupervised Practice/Level 4: Describes behaviors of a fellow who substantially demonstrates the milestones identified for a physician who is ready for unsupervised practice. This column is designed as the graduation target, but the fellow may display these milestones at any point during the educational program.

Aspirational/Level 5: Describes behaviors of a fellow who has advanced beyond those milestones that describe unsupervised practice. These milestones reflect the competence of an expert or role model and can be used by programs to facilitate further professional growth. It is expected that only a few exceptional fellows will demonstrate these behaviors.

Additional Notes

The “Ready for Unsupervised Practice” Milestones are designed as the graduation *target* and *do not* represent a graduation *requirement*. Making decisions about readiness for graduation is the purview of the program director. Study of Milestones performance data will be required before the ACGME-I and its partners will be able to determine whether milestones in the first four levels appropriately represent the developmental framework, and whether Milestone data overall are of sufficient quality to be used for high-stakes decisions.

Answers to Frequently Asked Questions about Milestones are posted on the ACGME-I website.

The diagram below presents an example set of milestones for one sub-competency in the same format as the ACGME-I Report Worksheet. For each reporting period, a learner’s performance on the milestones for each sub-competency will be indicated by selecting the level of milestones that best describes that learner’s performance in relation to those milestones.

Systems-Based Practice 1: Patient Safety and Quality Improvement				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
Demonstrates knowledge of common patient safety events	Identifies system factors that lead to patient safety events	Participates in analysis of patient safety events (simulated or actual)	Conducts analysis of patient safety events and offers error prevention strategies (simulated or actual)	Actively engages teams and processes to modify systems to prevent patient safety events
Demonstrates knowledge of how to report patient safety events	Reports patient safety events through institutional reporting systems (actual or simulated)	Participates in disclosure of patient safety events to patients and families (simulated or actual)	Discloses patient safety events to patients and families (simulated or actual)	Role models or mentors others in the disclosure of patient safety events
Demonstrates knowledge of basic quality improvement methodologies and metrics	Describes local quality improvement initiatives (e.g., community vaccination rate, infection rate, smoking cessation)	Participates in local quality improvement initiatives	Demonstrates the skills required to identify, develop, implement, and analyze a quality improvement project	Creates, implements, and assesses quality improvement initiatives at the institutional or community level
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				Not Yet Assessable <input type="checkbox"/>

Selecting a response box in the middle of a level implies that milestones in that level and in lower levels have been substantially demonstrated.

Selecting a response box on the line in between levels indicates that milestones in lower levels have been substantially demonstrated as well as **some** milestones in the higher level(s).

Patient Care 1: Gathers and Synthesizes Essential and Accurate Information to Define Each Patient's Clinical Problem(s)				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
Does not or is inconsistently able to collect accurate historical data	Consistently acquires accurate and relevant histories	Acquires accurate histories in an efficient, prioritized, and hypothesis-driven fashion relevant to Renal Medicine	Obtains relevant historical subtleties, including sensitive information that informs the differential diagnosis	Role models and teaches the effective use of history and physical examination skills to minimize the need for further diagnostic testing
Does not perform or use an appropriately thorough physical exam, or misses key physical exam findings	Consistently performs accurate and appropriately thorough physical exams	Performs accurate physical exams that are targeted to the patient's problems	Identifies subtle or unusual physical exam findings	
Relies exclusively on documentation of others to generate own database or differential diagnosis or is overly reliant on secondary data	Inconsistently recognizes patient's central clinical problem or develops limited differential diagnoses	Uses and synthesizes collected data to define a patient's central clinical problem(s) to generate a prioritized differential diagnosis and problem list	Efficiently utilizes all sources of secondary data to inform differential diagnosis	
Fails to recognize patient's central clinical problems			Effectively uses history and physical examination skills to minimize the need for further diagnostic testing	
Fails to recognize potentially life threatening problems				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:			Not Yet Assessable <input type="checkbox"/>	

Patient Care 2: Develops and Achieves Comprehensive Management Plan for Each Patient				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
Care plans are consistently inappropriate or inaccurate	Inconsistently develops an appropriate care plan	Consistently develops appropriate care plan	Appropriately modifies care plans based on patient's clinical course, additional data, patient preferences, and cost-effectiveness principles	Role models and teaches complex and patient-centered care
Does not recognize and/or does not react to urgent or emergent care	Inconsistently seeks additional guidance when needed	Recognizes situations requiring urgent or emergency care	Recognizes disease presentations that deviate from common patterns and require complex decision-making, incorporating diagnostic uncertainty	Acts as a team leader and an independent decision maker in the subspecialty team
Does not seek additional guidance when needed	Recognizes but does not react or acts inappropriately to urgent or emergent care	Seeks additional guidance and/or consultation as appropriate	Manages complex acute and chronic conditions	Develops customized, prioritized care plans for the most complex patients, incorporating diagnostic uncertainty and cost-effectiveness principles
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Comments:				Not Yet Assessable <input type="checkbox"/>

Patient Care 3: Manages Patients with Progressive Responsibility and Independence				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
Requires close and consistent direct supervision to manage patients with straightforward diagnoses in all appropriate clinical settings	Requires direct supervision to ensure patient safety and quality care	Requires indirect supervision to ensure patient safety and quality care	Appropriately and independently manages patients across applicable inpatient, outpatient, and ambulatory clinical settings who have a broad spectrum of clinical disorders, including undifferentiated syndromes	Effectively manages unusual, rare, or complex disorders in all appropriate clinical settings
Cannot manage any patients who require urgent or emergency care	Inconsistently provides preventive care in all appropriate clinical settings	Provides appropriate preventive care and chronic disease management in all appropriate clinical settings	Seeks additional guidance and/or consultation as appropriate	
Does not assume responsibility for patient management decision	Unable to manage complex patients requiring intensive care	Provides comprehensive care for single or multiple diagnoses in all appropriate clinical settings	Appropriately and independently manages situations requiring urgent or emergency care	
	Cannot independently supervise care provided by other members of the physician-led team	Under supervision, provides appropriate care and initiates management plans for intensive care patients	Effectively supervises the management decisions of the team in all appropriate clinical settings	
		Inconsistently supervises care provided by other members of the physician-led team		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				Not Yet Assessable <input type="checkbox"/>

Patient Care 4: Demonstrates Skill in Performing and Interpreting Invasive Procedures				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
Attempts to perform invasive procedures without sufficient technical skill or supervision	Possesses insufficient technical skill for safe completion of common invasive procedures with appropriate supervision	Possesses basic technical skill for the completion and interpretation of some common invasive procedures with appropriate supervision	Consistently demonstrates technical skill to successfully and safely perform and interpret invasive procedures	Demonstrates skill to independently perform and interpret complex invasive procedures that are anticipated for future practice
Fails to recognize indications and contraindications for invasive procedures.	Inattentive to patient safety and comfort when performing invasive procedures	Inconsistently manages patient safety and comfort when performing invasive procedures	Recognizes and manages complications	Demonstrates expertise to teach and supervise others in the performance of invasive procedures
Does not recognize the need to discuss procedure indications, processes, or potential risks with patients	Recognizes the need to obtain informed consent for procedures, but ineffectively obtains it	Inconsistently recognizes appropriate patients, indications, and associated risks in the performance of invasive procedures	Maximizes patient comfort and safety when performing invasive procedures	Designs consent instrument for a human subject research study; files an Institution Review Board (IRB) application
Fails to engage the patient in the informed consent process, and/or does not effectively describe risks and benefits of procedures	Inconsistently understands and communicates ethical principles of informed consent	Obtains and documents informed consent	Consistently recognizes appropriate patients, indications, and associated risks in the performance of invasive procedures	Quantifies evidence for risk-benefit analysis during obtainment of informed consent for complex procedures or therapies
Does not recognize the need for post procedural follow up of patients	Inconsistently follows up with patients post invasive procedures	Consistently and independently follows up with patients post invasive procedures	Effectively obtains and documents informed consent in challenging circumstances (e.g., language or cultural barriers) Consistently and independently follows up with patients post invasive procedures and effectively manages post-procedural complications	
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Comments:				Not Yet Assessable <input type="checkbox"/>

Patient Care 5: Demonstrates Skill in Performing and Interpreting Non-invasive Procedures and/or Testing				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
Attempts to perform non-invasive procedures without sufficient technical skill or supervision	Possesses insufficient technical skill for safe completion of common non-invasive procedures with appropriate supervision	Possesses basic technical skill for the completion and interpretation of some common non-invasive procedures with appropriate supervision	Consistently demonstrates technical skill to successfully and safely perform and interpret non-invasive procedures	Demonstrates skill to independently perform and interpret complex non-invasive procedures that are anticipated for future practice
Fails to recognize indications and contraindications for non-invasive procedures.	Inattentive to patient safety and comfort when performing non-invasive procedures	Inconsistently manages patient safety and comfort when performing non-invasive procedures	Maximizes patient comfort and safety when performing non-invasive procedures	Demonstrates expertise to teach and supervise others in the performance of non-invasive procedures
Does not recognize the need to discuss procedure indications, processes, or potential risks with patients	Recognizes the need to obtain informed consent for non-invasive procedures, but ineffectively obtains it	Inconsistently recognizes appropriate patients, indications, and associated risks in the performance of non-invasive procedures	Consistently recognizes appropriate patients, indications, and associated risks in the performance of non-invasive procedures	Designs consent instrument for a human subject research study; files an Institution Review Board (IRB) application
Fails to engage the patient in the informed consent process, and/or does not effectively describe risks and benefits of procedures	Inconsistently understands and communicates ethical principles of informed consent	Obtains and documents informed consent	Effectively obtains and documents informed consent in challenging circumstances (e.g., language or cultural barriers)	Quantifies evidence for risk-benefit analysis during obtainment of informed consent for complex procedures or therapies
	Inconsistently correctly interprets non-invasive test results	Consistently and accurately interprets simple non-invasive test results	Independently and correctly interprets complex non-invasive test results	
	Inconsistently communicates results with patients	Consistently communicates simple results with patients	Consistently and effectively communicates complex results with patients and ability to formulate an appropriate management plan	
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Comments:				Not Yet Assessable <input type="checkbox"/>

Patient Care 6: Requests and Provides Consultative Care				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
Is unresponsive to questions or concerns of others when acting as a consultant or utilizing consultant services	Inconsistently manages patients as a consultant to other physicians/health care teams	Provides consultation services for patients with clinical problems requiring basic risk assessment	Provides consultation services for patients with basic and complex clinical problems requiring detailed risk assessment	Provides consultation services for patients with very complex clinical problems requiring extensive risk assessment
Is unwilling to utilize consultant services when appropriate for patient care	Inconsistently applies risk assessment principles to patients while acting as a consultant Inconsistently formulates a clinical question for a consultant to address	Asks meaningful clinical questions that guide the input of consultants	Appropriately integrates recommendations from other consultants in order to effectively manage patient care	Models management of discordant recommendations from multiple consultants
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				Not Yet Assessable <input type="checkbox"/>

Medical Knowledge 1: Possesses Clinical Knowledge				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
Lacks the scientific, socioeconomic, or behavioral knowledge required to provide patient care	Possesses insufficient scientific, socioeconomic, and behavioral knowledge required to provide care for common medical conditions and basic preventive care	Possesses the scientific, socioeconomic, and behavioral knowledge required to provide care for common medical conditions and basic preventive care	Possesses the scientific, socioeconomic, and behavioral knowledge required to provide care for complex medical conditions and comprehensive preventive care	Possesses the scientific, socioeconomic, and behavioral knowledge required to successfully diagnose and treat medically uncommon, ambiguous, and complex conditions
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Comments:				Not Yet Assessable <input type="checkbox"/>

Medical Knowledge 2: Knowledge of Diagnostic Testing and Procedures				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
Lacks foundational knowledge to apply diagnostic testing and procedures to patient care	Inconsistently interprets basic diagnostic tests accurately	Consistently interprets basic diagnostic tests accurately	Interprets complex diagnostic tests accurately while accounting for limitations and biases	Anticipates and accounts for subtle nuances of interpreting diagnostic tests and procedures
	Does not understand the concepts of pre-test probability and test performance characteristics	Needs assistance to understand the concepts of pre-test probability and test performance characteristics	Knows the indications for, and limitations of, diagnostic testing and procedures	Pursues knowledge of new and emerging diagnostic tests and procedures
	Minimally understands the rationale and risks associated with common procedures	Fully understands the rationale and risks associated with common procedures	Understands the concepts of pre-test probability and test performance characteristics Teaches the rationale and risks associated with common procedures and anticipates potential complications of procedures	
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Comments:				Not Yet Assessable <input type="checkbox"/>

Medical Knowledge 3: Scholarly Activities				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
<p>Foundation Is unaware of or uninterested in scientific inquiry or scholarly productivity</p>	Is interested in scholarly activity, but does not initiate or follow through	Identifies areas worthy of scholarly investigation and formulates a plan under supervision of a mentor	Formulates ideas worthy of scholarly investigation	Independently formulates novel and important ideas worthy of scholarly investigation
<p>Investigation Is unwilling to perform scholarly investigation in the specialty</p>	Performs a literature search using relevant scholarly sources to identify pertinent articles	Critically reads scientific literature and identifies major methodological flaws and inconsistencies within or between publications	Collaborates with other investigators to design and complete a project related to clinical practice, quality improvement, patient safety, education, or research	Leads a scholarly project advancing clinical practice, quality improvement, patient safety, education, or research
<p>Analysis Fails to engage in critical thinking regarding clinical practice, quality improvement, patient safety, education, or research</p>	Is aware of basic statistical concepts, but has incomplete understanding of their application; inconsistently identifies methodological flaws	Understands and is able to apply basic statistical concepts, and can identify potential analytic methods for data or problem assessment	Critiques specialized scientific literature effectively	Obtains independent research funding
<p>Dissemination Is unable or unwilling to effectively communicate and/or disseminate knowledge</p>	Communicates rudimentary details of scientific work, including his or her own scholarly work; needs to improve ability to present in small groups	Effectively presents at journal club, quality improvement meetings, clinical conferences, and/or is able to effectively describe and discuss his or her own scholarly work or research	Dissects a problem into its many component parts and identifies strategies for solving	Critiques specialized scientific literature at a level consistent with participation in peer review
			Uses analytical methods of the field effectively	Employs optimal statistical techniques

			<p>Presents scholarly activity at local or regional meetings, and/or submits an abstract summarizing scholarly work to regional/state/ national meetings, and/or publishes non-peer-reviewed manuscript(s) (reviews, book chapters)</p>	<p>Teaches analytic methods in chosen field to peers and others</p> <p>Effectively presents scholarly work at national and international meetings</p> <p>Publishes peer-reviewed manuscript(s) containing scholarly work (clinical practice, quality improvement, patient safety, education, or research)</p>					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Comments: Not Yet Assessable <input type="checkbox"/></p>									

Systems-Based Practice 1: Patient Safety and Quality Improvement				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
Demonstrates knowledge of common patient safety events	Identifies system factors that lead to patient safety events	Participates in analysis of patient safety events (simulated or actual)	Conducts analysis of patient safety events and offers error prevention strategies (simulated or actual)	Actively engages teams and processes to modify systems to prevent patient safety events
Demonstrates knowledge of how to report patient safety events	Reports patient safety events through institutional reporting systems (actual or simulated)	Participates in disclosure of patient safety events to patients and families (simulated or actual)	Discloses patient safety events to patients and families (simulated or actual)	Role models or mentors others in the disclosure of patient safety events
Demonstrates knowledge of basic quality improvement methodologies and metrics	Describes local quality improvement initiatives (e.g., community vaccination rate, infection rate, smoking cessation)	Participates in local quality improvement initiatives	Demonstrates the skills required to identify, develop, implement, and analyze a quality improvement project	Creates, implements, and assesses quality improvement initiatives at the institutional or community level
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Comments:				Not Yet Assessable <input type="checkbox"/>

Systems-Based Practice 2: System Navigation for Patient-Centered Care				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
Demonstrates knowledge of care coordination	Coordinates care of patients in routine clinical situations effectively utilizing the roles of the interprofessional teams	Coordinates care of patients in complex clinical situations effectively utilizing the roles of their interprofessional teams	Role models effective coordination of patient-centered care among different disciplines and specialties	Analyzes the process of care coordination and leads in the design and implementation of improvements
Identifies key elements for safe and effective transitions of care and handoffs	Performs safe and effective transitions of care/handoffs in routine clinical situations	Performs safe and effective transitions of care/handoffs in complex clinical situations	Role models and advocates for safe and effective transitions of care/handoffs within and across health care delivery systems, including outpatient settings	Improves quality of transitions of care within and across health care delivery systems to optimize patient outcomes
Demonstrates knowledge of population and community health needs and disparities	Identifies specific population and community health needs and inequities for their local population	Uses local resources effectively to meet the needs of a patient population and community	Participates in changing and adapting practice to provide for the needs of specific populations	Leads innovations and advocates for populations and communities with health care inequities
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				Not Yet Assessable <input type="checkbox"/>

Systems-Based Practice 3: Physician Role in Health Care Systems				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
Identifies components of the complex health care system	Describes the physician's role and how the interrelated components of complex health care system impact patient care	Analyzes how personal practice affects the system (e.g., length of stay, readmission rates, clinical efficiency)	Manages the interrelated components of the complex health care systems for efficient and effective patient care	Advocates for or leads change to enhance systems for high value, efficient, and effective patient care
Describes basic health payment systems, including government, private, public, and uninsured care and different practice models	Delivers care informed by patient specific payment model	Utilizes shared decision making in patient care, taking into consideration payment models	Advocates for patient care understanding the limitations of each patient's payment model (e.g., community resources, patient assistance resources)	Participates in advocacy activities for health policy to better align payment systems with high value care
		Identifies resources and effectively plans for transition to practice (e.g., information technology, legal, billing and coding, financial, personnel)	Describes basic elements needed to transition to practice (e.g., contract negotiations, malpractice insurance, government regulation, compliance)	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				Not Yet Assessable <input type="checkbox"/>

Practice-Based Learning and Improvement 1: Evidence-Based and Informed Practice				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
Demonstrates how to access and use available evidence, and incorporate patient preferences and values in order to care for a routine patient	Articulates clinical questions and elicits patient preferences and values in order to guide evidence-based care	Locates and applies the best available evidence, integrated with patient preference, to the care of complex patients	Critically appraises and applies evidence even in the face of uncertainty and conflicting evidence to guide care, tailored to the individual patient	Coaches others to critically appraise and apply evidence for complex patients, and/or participates in the development of guidelines
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				Not Yet Assessable <input type="checkbox"/>

Practice-Based Learning and Improvement 2: Reflective Practice and Commitment to Personal Growth				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
Accepts responsibility for personal and professional development by establishing goals	Demonstrates openness to performance data (feedback and other input) in order to inform goals	Seeks performance data episodically, with adaptability and humility	Intentionally seeks performance data consistently, with adaptability and humility	Role models consistently seeking performance data, with adaptability and humility
Identifies the factors that contribute to gap(s) between expectations and actual performance	Analyzes and reflects on the factors that contribute to gap(s) between expectations and actual performance	Analyzes, reflects on, and institutes behavioral change(s) to narrow the gap(s) between expectations and actual performance	Challenges assumptions and considers alternatives in narrowing the gap(s) between expectations and actual performance	Coaches others on reflective practice
Actively seeks opportunities to improve	Designs and implements a learning plan, with prompting	Independently creates and implements a learning plan	Uses performance data to measure the effectiveness of the learning plan and, when necessary, improves it	Facilitates the design and implementation of learning plans for others
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				Not Yet Assessable <input type="checkbox"/>

Professionalism 1: Professional Behavior and Ethical Principles				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
Identifies and describes potential triggers for professionalism lapses	Demonstrates insight into professional behavior in routine situations	Demonstrates professional behavior in complex or stressful situations	Recognizes situations that may trigger professionalism lapses and intervenes to prevent lapses in self and others	Coaches others when their behavior fails to meet professional expectations
Describes when and how to appropriately report professionalism lapses, including strategies for addressing common barriers	Takes responsibility for own professionalism lapses	Analyzes complex situations using ethical principles	Recognizes and utilizes appropriate resources for managing and resolving ethical dilemmas as needed (e.g., ethics consultations, literature review, risk management/legal consultation)	Identifies and seeks to address system-level factors that induce or exacerbate ethical problems or impede their resolution
Demonstrates knowledge of the ethical principles underlying informed consent, surrogate decision making, advance directives, confidentiality, error disclosure, stewardship of limited resources, and related topics	Analyzes straightforward situations using ethical principles	Recognizes need to seek help in managing and resolving complex ethical situations		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				Not Yet Assessable <input type="checkbox"/>

Professionalism 2: Accountability/Conscientiousness				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
<p>Takes responsibility for failure to complete tasks and responsibilities, identifies potential contributing factors, and describes strategies for ensuring timely task completion in the future</p> <p>Responds promptly to requests or reminders to complete tasks and responsibilities</p>	<p>Performs tasks and responsibilities in a timely manner with appropriate attention to detail in routine situations</p> <p>Recognizes situations that may impact own ability to complete tasks and responsibilities in a timely manner</p>	<p>Performs tasks and responsibilities in a timely manner with appropriate attention to detail in complex or stressful situations</p> <p>Proactively implements strategies to ensure that the needs of patients, teams, and systems are met</p>	<p>Recognizes situations that may impact others' ability to complete tasks and responsibilities in a timely manner</p>	<p>Takes ownership of system outcomes</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				Not Yet Assessable <input type="checkbox"/>

Professionalism 3: Self-Awareness and Help-Seeking				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
Recognizes status of personal and professional well-being, with assistance	Independently recognizes status of personal and professional well-being	With assistance, proposes a plan to optimize personal and professional well-being	Independently develops a plan to optimize personal and professional well-being	Coaches others when emotional responses or limitations in knowledge/skills do not meet professional expectations
Recognizes limits in the knowledge/skills of self or team, with assistance	Independently recognizes limits in the knowledge/skills of self or team Demonstrates appropriate help-seeking behaviors	With assistance, proposes a plan to remediate or improve limits in the knowledge/skills of self or team	Independently develops a plan to remediate or improve limits in the knowledge/skills of self or team	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				Not Yet Assessable <input type="checkbox"/>

Interpersonal and Communication Skills 1: Patient- and Family-Centered Communication				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
Uses language and non-verbal behavior to demonstrate respect and establish rapport	Establishes a therapeutic relationship in straightforward encounters using active listening and clear language	Establishes a therapeutic relationship in challenging patient encounters	Easily establishes therapeutic relationships, with attention to patient/family concerns and context, regardless of complexity	Mentors others in situational awareness and critical self-reflection to consistently develop positive therapeutic relationships
Identifies common barriers to effective communication (e.g., language, disability) while accurately communicating own role within the health care system	Identifies complex barriers to effective communication (e.g., health literacy, cultural)	When prompted, reflects on personal biases while attempting to minimize communication barriers	Independently recognizes personal biases while attempting to proactively minimize communication barriers	Role models self-awareness practice while identifying teaching a contextual approach to minimize communication barriers
Identifies the need to adjust communication strategies based on assessment of patient/family expectations and understanding of their health status and treatment options	Organizes and initiates communication with patients/families by introducing stakeholders, setting the agenda, clarifying expectations, and verifying an understanding of the clinical situation	With guidance, sensitively and compassionately delivers medical information; elicits patient/family values, goals and preferences; and acknowledges uncertainty and conflict	Independently uses shared decision making to align patient/family values, goals, and preferences with treatment options to make a personalized care plan	Role models shared decision making in patient/family communication in situations with a high degree of uncertainty/conflict
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				Not Yet Assessable <input type="checkbox"/>

Interpersonal and Communication Skills 2: Interprofessional and Team Communication				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
Respectfully requests a consultation	Clearly and concisely requests a consultation	Checks own understanding of consultant recommendations	Coordinates recommendations from different members of the health care team to optimize patient care	Role models flexible communication strategies that value input from all health care team members, resolving conflict when needed
Respectfully receives a consultation request	Clearly and concisely responds to a consultation request	Checks understanding of recommendations when providing consultation	Communicates feedback and constructive criticism to superiors	Facilitates regular health care team-based feedback in complex situations
Uses language that values all members of the health care team	Communicates information effectively with all health care team members Solicits feedback on performance as a member of the health care team	Uses active listening to adapt communication style to fit team needs Communicates concerns and provides feedback to peers and learners		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				Not Yet Assessable <input type="checkbox"/>

Interpersonal and Communication Skills 3: Communication within Health Care Systems				
Critical Deficiencies			Ready for Unsupervised Practice	Aspirational
Accurately records information in the patient record	Demonstrates organized diagnostic and therapeutic reasoning through notes in the patient record	Concisely reports diagnostic and therapeutic reasoning in the patient record	Communicates clearly, concisely, in a timely manner, and in an organized written form, including anticipatory guidance	Models feedback to improve others' written communication
Safeguards patient personal health information	Demonstrates accurate, timely, and appropriate use of documentation shortcuts	Appropriately selects direct (e.g., telephone, in-person) and indirect (e.g., progress notes, text messages) forms of communication based on context	Produces written or verbal communication (e.g., patient notes, e-mail, etc.) that serves as an example for others to follow	Guides departmental or institutional communication around policies and procedures
Communicates through appropriate channels as required by institutional policy (e.g. patient safety reports, cell phone/pager usage)	Documents required data in formats specified by institutional policy Respectfully communicates concerns about the system	Uses appropriate channels to offer clear and constructive suggestions to improve the system	Initiates difficult conversations with appropriate stakeholders to improve the system	Facilitates dialogue regarding systems issues among larger community stakeholders (e.g., institution, health care system, field)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				Not Yet Assessable <input type="checkbox"/>