Osteopathic Recognition Milestones Project

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ACGME
Presentation Topics

• Milestone Background and Purpose
• Milestone Description
• Milestones for Osteopathic Recognition
• How Milestones Will Be Used
• Milestone Evaluations and Clinical Competency Committee
Milestones: What

- Milestones describe performance levels residents are expected to demonstrate for skills, knowledge, and behaviors in the six competency domains.

- Milestones will lay out a framework of observable behaviors and other attributes associated with fellows’ development as physicians.

- Aggregate performance on the milestones will be used as one indicator of a program’s educational effectiveness.


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Key Points: Milestones

- Articulate shared understanding of expectations
- Describe trajectory from beginner in the specialty to exceptional resident or practitioner
- Organized under six domains of clinical competency
- Represent a subset of all sub-competencies
- Set aspirational goals of excellence
Milestones: Why

- Fulfill the promise of the Outcome Project
- Increased use of educational outcome data in accreditation
- ACGME accountability to public
- Support the educational process
Uses and Implications

ACGME
- Accreditation – continuous monitoring of programs; lengthening of site visit cycles
- Public Accountability – report at a national level on competency outcomes
- Community of practice for evaluation and research, with focus on continuous improvement

Residency/Fellowship Programs
- Guide curriculum development
- More explicit expectations of learners
- Support better assessment
- Enhanced opportunities for early identification of under-performers

Certification Boards
- Potential use – ascertain whether individuals have demonstrated qualifications needed to sit for Board exams

Residents/Fellows
- Increased transparency of performance requirements
- Encourage self-assessment and self-directed learning
- Better feedback to learners

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### Milestone Description: Template

<table>
<thead>
<tr>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>What are the expectations for a beginning resident?</td>
<td>What are the milestones for a resident who has advanced over entry, but is performing at a lower level than expected at mid-residency?</td>
<td>What are the key developmental milestones mid-residency?</td>
<td>What does a graduating resident look like?</td>
<td>Stretch Goals – Exceeds expectations</td>
</tr>
<tr>
<td></td>
<td></td>
<td>What should they be able to do well in the realm of the specialty at this point?</td>
<td>What additional knowledge, skills &amp; attitudes have they obtained?</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Are they ready for certification?</td>
<td></td>
</tr>
</tbody>
</table>

**Comments:**
Milestones are progressive over time. There is no prescribed speed at which residents must complete a milestone set.

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).

Option to select “Not yet achieved Level 1”
OPC Milestone Development - Who

- Natasha Bray, DO, Chair
  - Internal Medicine
- John Bucholtz, DO
  - Family Medicine
- Jane Carreiro, DO
  - Neuromusculoskeletal Medicine
- Constance Cashen, DO
  - Surgery
- Cameron Kielhorn, DO
  - Resident, Family Medicine
- Jill Patton, DO
  - Internal Medicine
# Milestone Template – Osteopathic Recognition

<table>
<thead>
<tr>
<th>Level 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>What are the expectations for a resident in a TY program?</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Level 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>What does a resident completing a TY or intern year look like?</td>
</tr>
<tr>
<td>What additional knowledge, skills &amp; attitudes have they obtained?</td>
</tr>
<tr>
<td>What should they be able to do well at this point?</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Level 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>What does a graduating resident look like?</td>
</tr>
<tr>
<td>What additional knowledge, skills &amp; attitudes have they obtained?</td>
</tr>
<tr>
<td>Are they ready for certification?</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Level 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>What does a graduating fellow look like?</td>
</tr>
<tr>
<td>What additional knowledge, skills &amp; attitudes have they obtained?</td>
</tr>
<tr>
<td>Are they ready for certification?</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Level 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stretch Goals – Exceeds expectations</td>
</tr>
</tbody>
</table>

**Comments:**

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OPC Milestone Development

- Osteopathic Principles for Patient Care
- Examination, Diagnosis, and Treatment (Patient Care)
- Osteopathic Principles for Medical Knowledge
OPC Milestone Development

- Osteopathic Principles of Practice-based Learning and Improvement
- Osteopathic Principles for Interpersonal and Communication Skills
- Osteopathic Principles for Systems-Based Practice
- Osteopathic Principles for Professionalism

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How Osteopathic Milestones Will Be Used

- Residents and Fellows will be evaluated by osteopathic faculty for these skills, abilities, and behaviors

- Completed for all residents and fellows in the Osteopathic Recognition Track

- Completed by the Clinical Competency Committee in addition to specialty specific Milestones

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What is the Clinical Competency Committee?
Clinical Competency Committee

• Composed of a minimum of 3 faculty members - may be a shared committee with the core CCC

• At least two members of the CCC must be Osteopathic Physicians

• Non-physician members can be appointed
Clinical Competency Committee

- Reviews all evaluations by all evaluators semi-annually
- Reviews residents against milestones semi-annually
- Make recommendations for progress – promotion, remediation and dismissal
How does the CCC actually work?
Who should be on the CCC?

- Decision for PD

- Consider:
  - Representation from each major site
  - Subspecialty/Site representation
  - Dedication to education
How do we DO the evaluation?

- Understand the milestones & their use
- Leave personal bias at the door
- Review all evaluations for each fellow
- “Consider the source(s)”
- For each fellow, decide the milestone narrative that best fits that resident
Clinical Competency Committee

Avoids common problematic issues:

- “I don’t like to give negative evaluations”
- “I spent little time working with this resident”
- “Herd” mentality: positive or negative
- Grade inflation

Vague statements:

- “I just didn’t like this resident, but I can’t put my finger on it”
- Hearsay: I’ve heard she is lazy
Clinical Competence Committee

- Mock Orals
- End of Rotation Evaluations
- Self Evaluations
- Case Logs
- ITE
- Sim Lab
- Unsolicited Comments
- Student Evaluations
- Clinic Work Place Evaluations
- Patient / Family Evaluations
- Operative Performance Rating Scales
- Nursing and Ancillary Personnel Evaluations
- OSCE
- Peer Evaluations

Assessment of Milestones

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Implementation

- Specialty-Specific Milestones for programs with a status of Pre-Accreditation will begin reporting May/June 2016

- Milestones for Osteopathic Recognition start July 1, 2016

- First Milestone reporting for Osteopathic Recognition is December 2016
Milestones: Reporting

- Programs will report semi-annually

- Milestone data will be reported to ACGME through direct entry into the Accreditation Data System (ADS)
Levels 1-5

Perform a detailed directed history and physical examination; integrates pathology and imaging reports; accurately stages a patient and designates prognostic factors

Identifies treatment options

Lists organs at risk; understands proper patient positioning and immobilization

Recognizes toxicities/symptoms seen in head and neck cancer patients treated with radiotherapy
Hover mouse over radio-buttons to show narratives
What the Milestones Are

- An attempt to define explicit, practical, relevant, and manageable set of domains of clinical competence

- An attempt to describe levels of competency development during training, leading to unsupervised practice

- A way to better inform trainees of some of the expectations of training

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What the Milestones are Not

• Not everything a graduate needs to know or be able to do

• Not a mandate for specific rotations or durations of experience

• Not a replacement for regular assessment and evaluation
What’s Next?

- Milestones have been drafted and reviewed by the Milestones Working Group and the Osteopathic Recognition Committee

- A pilot will be sent to Program Directors with dual programs

- Final draft of the Milestones available by the end of 2015
Where do I find...?
Milestone Information

- Specialty specific Milestones are available on the specialty specific pages
- Osteopathic Recognition Milestones will be available this fall
- FAQs and other helpful tools are available on the Milestones web page
Milestone Resources

Milestone Webpage:

http://www.acgme.org/acgmeweb/tabid/430/ProgramandInstitutionalAccreditation/NextAccreditationSystem/Milestones.aspx

Milestone FAQs:

http://www.acgme.org/acgmeweb/Portals/0/MilestonesFAQ.pdf

Clinical Competency Committee Guidebook:

http://www.acgme.org/acgmeweb/Portals/0/ACGMEClinicalCompetencyCommitteeGuidebook.pdf
We are here to help

Milestones:
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Osteopathic Recognition Questions:
Tiffany Moss tmoss@acgme.org
Thank you!