Supplemental Guide: Child Abuse Pediatrics

April 2023
# TABLE OF CONTENTS

## INTRODUCTION ............................................................................................................................. 4

## PATIENT CARE .............................................................................................................................. 5

- History .......................................................................................................................................... 5
- Physical Exam .............................................................................................................................. 7
- Organization and Prioritization of Patient Care ........................................................................... 9
- Clinical Reasoning ...................................................................................................................... 11
- Patient Management .................................................................................................................. 13
- Provides Consultative Care ........................................................................................................ 15

## MEDICAL KNOWLEDGE .............................................................................................................. 17

- Clinical Knowledge ..................................................................................................................... 17
- Diagnostic Evaluation ................................................................................................................. 19

## SYSTEMS-BASED PRACTICE .................................................................................................... 21

- Patient Safety ............................................................................................................................. 21
- Quality Improvement .................................................................................................................. 23
- System Navigation for Patient-Centered Care – Coordination of Care ........................................ 25
- System Navigation for Patient-Centered Care – Transitions in Care ........................................... 27
- Population and Community Health ........................................................................................... 29
- Physician Role in Health Care Systems ..................................................................................... 31
- Legal Principles Related to Child Maltreatment ........................................................................... 33

## PRACTICE-BASED LEARNING AND IMPROVEMENT .............................................................. 35

- Evidence-Based and Informed Practice ..................................................................................... 35
- Reflective Practice and Commitment to Personal Growth ......................................................... 37
- Teaching ..................................................................................................................................... 39

## PROFESSIONALISM .................................................................................................................... 40

- Professional Behavior ................................................................................................................ 40
- Ethical Principles .......................................................................................................................... 42
- Accountability/Conscientiousness ............................................................................................... 44
- Well-Being .................................................................................................................................. 45

## INTERPERSONAL AND COMMUNICATION SKILLS ............................................................. 47

- Patient- and Family-Centered Communication ........................................................................... 47
- Interprofessional and Team Communication .............................................................................. 49
- Conflict Management ................................................................................................................ 51
- Communication within Health Care Systems ............................................................................. 53
Medicolegal Communication ................................................................. 56
Difficult Conversations ........................................................................ 58
MAPPING OF 1.0 TO 2.0 ........................................................................ 60
RESOURCES ......................................................................................... 63
Milestones Supplemental Guide

This document provides additional guidance and examples for the Child Abuse Pediatrics Milestones. This is not designed to indicate any specific requirements for each level, but to provide insight into the thinking of the Milestone Work Group.

Included in this document is the intent of each Milestone and examples of what a Clinical Competency Committee (CCC) might expect to be observed/assessed at each level. Also included are suggested assessment models and tools for each subcompetency, references, and other useful information.

Review this guide with the CCC and faculty members. As the program develops a shared mental model of the Milestones, consider creating an individualized guide (Supplemental Guide Template available) with institution/program-specific examples, assessment tools used by the program, and curricular components.

Additional tools and references, including the Milestones Guidebook, Clinical Competency Committee Guidebook, and Milestones Guidebook for Residents and Fellows, are available at the end of this document as well as on the Resources page of the Milestones section of the ACGME website.
**Patient Care 1: History**

**Overall Intent:** To gather patient history with the level of detail and focus required for the individual patient

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong> Gathers information strictly following a template</td>
<td>• Relies on a standard template to ask questions when taking the history of a four-month-old with a fracture from a reported fall from a bed, and is unable to focus the history based on the chief complaint</td>
</tr>
<tr>
<td>Identifies the need for additional information</td>
<td>• Understands that mother is providing history, but father was the only caregiver present when patient fell off bed and he may be able to provide additional history</td>
</tr>
<tr>
<td><strong>Level 2</strong> Adapts template to filter and prioritize pertinent positives and negatives based on broad diagnostic categories or possible diagnoses</td>
<td>• Uses elements of the chief complaint and review of systems, appropriately focuses information gathering to characterize details regarding fall, including position of patient, height of the bed, and flooring surface</td>
</tr>
<tr>
<td>Identifies and collects additional information from all available sources</td>
<td>• Contacts father and/or scene investigator to gather additional history</td>
</tr>
<tr>
<td><strong>Level 3</strong> Filters, prioritizes, and synthesizes a thoroughly detailed history to develop a differential diagnosis for simple presentations</td>
<td>• Uses an organized and descriptive approach to discuss a four-month-old with a fracture after a reported fall off of a bed with the supervisor; takes a focused history to generate a likely diagnosis</td>
</tr>
</tbody>
</table>
| Interprets information from relevant sources                              | • Incorporates some social determinants of health or other social screening questions when performing history  
                                       • Considers additional history provided by father and/or scene investigator when developing differential diagnosis |
| **Level 4** Filters, prioritizes, and synthesizes the history, recognizing and probing for subtle clues to develop a differential diagnosis for complicated presentations | • Recognizes during history taking the need for a thorough developmental assessment and nuanced risk factors of family history of metabolic bone disease, and gathers the necessary information to further inform diagnosis  
                                       • Incorporates a detailed but related social history including social determinants of health and other factors that could be contributing to the patient’s presentation  
                                       • Probes for information that was missed by primary practitioners such as mechanics of the injury and past medical history significant for prior fracture  
                                       • Incorporates information from other historians, as well as prior evaluation for metabolic bone disease, into diagnosis |
| Synthesizes information from relevant sources for medical decision making  |                                                                                                                                                                                                          |
**Level 5** Consistently and efficiently filters, prioritizes, and synthesizes the history, recognizing and probing for subtle clues to develop a differential diagnosis for complicated presentations

- Synthesizes multiple sources of history while completing further evaluation for occult injury and underlying metabolic bone disease on most patients and efficiently communicates impression to multidisciplinary team

**Assessment Models or Tools**

- Case-based discussions
- Direct observation
- Guided self-reflection
- Medical record (chart) review
- Multisource feedback
- Verbal presentations on bedside rounds or in clinic setting

**Curriculum Mapping**

- The multidisciplinary team includes partner agencies, such as child protective services and law enforcement.
  
  Note: Focus on section for Child Abuse Pediatrics.
**Patient Care 2: Physical Exam**

**Overall Intent:** To gather objective information, recognizing normal and abnormal physical findings while engaging the patient/patient’s family using appropriate behavioral and developmental techniques, and considering information gleaned from patient history.

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Performs fundamental physical examination and identifies the need for photo documentation | • Performs an exam without visualizing sublingual frenulum for a two-year-old with concern for physical abuse  
• Identifies need to take pictures of bruising to buttocks  
• Begins with head, eyes, and ears during a head-to-toe exam of a two-year-old rather than starting with a chest/heart exam while the patient is calm  
• Performs labial separation during female genital exam for suspected sexual abuse, but needs guidance with additional exam techniques to visualize all relevant anatomic structures |
| Performs a rote physical examination using a strict head-to-toe approach    |                                                                                                                                                                                                                             |
| **Level 2** Performs complete physical examination with basic photo documentation and identifies variants and abnormal findings | • Distinguishes congenital dermal melanocytosis from bruising for two-year-old with concern for physical abuse  
• Takes single picture of a bruise without measuring device; picture may be blurry and/or poorly illuminated  
• Correctly identifies anatomical hymen variations in prepubertal females being evaluated for suspected sexual abuse, including a crescentic versus annular orifice |
| Performs a physical examination with consistent use of a developmentally appropriate approach |                                                                                                                                                                                                                             |
| **Level 3** Performs complete physical examination with focus on areas of concern, adequate photo documentation as indicated, and interprets normal variants and abnormal findings | • Completes physical exam including TEN-4-FACESp (torso, ears, neck, frenulum, angle of jaw, cheeks (fleshy), eyelids, subconjunctivae, and patterned) areas  
• Takes single picture of a bruise with measuring device in good focus  
• Seeks consent for physical exam of a 14-year-old girl with suspected sexual abuse and provides guidance of what to expect during exam |
| Performs a physical examination using trauma-informed strategies to maximize patient cooperation and comfort |                                                                                                                                                                                                                             |
| **Level 4** Performs complete physical examination with quality photo documentation and selects advanced maneuvers for optimal examination | • Utilizes labial traction and/or knee-chest techniques for anogenital exam when posterior hymen not visualized with labial separation alone  
• Takes at least three pictures of diagnostic quality of bruise with measuring device and body area clearly identified  
• Uses distraction techniques appropriately, such as examining the favorite stuffed animal to decrease anxiety in a toddler |
| Consistently performs a trauma-informed physical examination that is developmentally |
| appropriate and maximizes patient cooperation and comfort | Discusses exam and findings with adolescent patient without caregiver present  
Recognizes that differences in skin pigmentation can affect the appearance of certain rashes or dermatologic conditions, and pays careful attention when examining patients with darker skin |
|---|---|
| **Level 5** Performs a complete physical examination with quality photo documentation, using multiple techniques to detect and integrate key physical examination findings to distinguish differential diagnoses | Uses saline, cotton-tipped applicator, or Foley bulb to visualize hymen  
Incorporates history, other portions of the physical examination, and pertinent literature to distinguish among causes of lesion(s), from common to rare, while examining a patient with a cutaneous finding  
Repositions patient and/or takes photos of diagnostic quality during exam of patient who is continuously moving or minimally cooperating |
| Assessment Models or Tools | Case-based discussions  
Chart/medical record audit  
Direct observation  
Guided self-reflection  
Multisource feedback |
| Curriculum Mapping |  |
| Notes or Resources | Photo documentation includes: videography and digital still  
Quality photo documentation can be peer reviewed to assess diagnostic accuracy  
Note: Focus on section for Child Abuse Pediatrics.  
# Patient Care 3: Organization and Prioritization of Patient Care

**Overall Intent:** To organize and appropriately prioritize patient needs to optimize patient outcomes

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong> Organizes patient care for an individual patient when prompted</td>
<td>Consults on an immobile infant with a femur fracture and requires discussion with supervising physician prior to providing any recommendations to the medical care team</td>
</tr>
<tr>
<td><strong>Level 2</strong> Organizes patient care responsibilities by focusing on individual (rather than multiple) patients</td>
<td>Consults on an infant with a femur fracture and concurrently receives a consult for an infant in the intensive care unit (ICU) with a subdural hemorrhage; finishes the consult on the femur fracture prior to starting the consult for the infant in the ICU; manages patients in series rather than in parallel</td>
</tr>
<tr>
<td><strong>Level 3</strong> Organizes and prioritizes the simultaneous care of patients with efficiency; anticipates and triages urgent and emergent issues</td>
<td>Evaluates an infant with a femur fracture and receives a consult from the ICU for an infant with a subdural hemorrhage; completes the history for the femur fracture and while waiting for the recommended skeletal survey results, begins the consult for the infant with subdural hemorrhage in the ICU</td>
</tr>
<tr>
<td><strong>Level 4</strong> Organizes, prioritizes, and delegates patient care responsibilities, even when patient volume approaches the capacity of the individual or facility</td>
<td>Delegates to a social worker to communicate with child protective services (CPS) and to residents to communicate with the consulting team about the recommendation for skeletal survey after completing the history and examination of an infant with a femur fracture before going to the ICU for the next consult; follows up on skeletal survey results and communicates with the multidisciplinary team for each consult</td>
</tr>
<tr>
<td><strong>Level 5</strong> Serves as a role model and coach for organizing patient care responsibilities</td>
<td>Reviews care of multiple patients as well as teaching points with the consulting team, and follows up with caregiver as additional information is available from the diagnostic workup</td>
</tr>
</tbody>
</table>

**Assessment Models or Tools**
- Case-based discussions
- Direct observation
- Guided self-reflection
- Multisource feedback

**Curriculum Mapping**

Note: Focus on section for Child Abuse Pediatrics.

- The multidisciplinary team includes partner agencies, such as child protective services and law enforcement.
### Patient Care 4: Clinical Reasoning

**Overall Intent:** To integrate collected data (e.g., history (including social determinants of health), physical, laboratory/diagnostic if available) to make an informed and appropriately broad differential diagnosis

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Presents clinical facts (e.g., history, exam, tests, consultations) in the order they were elicited | ● Recites all information elicited from patient/patient’s family/data  
● Inconsistently filters out extraneous/non-contributory details  
● Occasionally misses details in the medical history  
● Functions as a “reporter” |
| **Level 2** Generates an unfocused differential diagnosis based on the clinical facts; acknowledges cognitive biases | ● Suggests extensive evaluation for a bleeding disorder in a patient with patterned bruising  
● Considers child abuse as part of the differential diagnosis, but is not more specific in terms of the differential diagnosis  
● Explains rationale for extensive bleeding evaluation based on prior experience of evaluating patients with non-patterned bruising |
| **Level 3** Organizes clinical facts to compare and contrast diagnoses being considered and appraises cognitive biases, resulting in a prioritized differential diagnosis | ● Develops an informed differential diagnosis that considers clinical patterns of bruising, age of patient, mobility, and history provided  
● States that “this is a six-year-old female with a single, linear bruise to the proximal, lateral thigh that she reports is from a fall into the picnic table, but there is a history of family violence. Most likely diagnosis is accidental injury, but we will screen for current intimate partner violence (IPV).”  
● Considers contribution of factors such as food insecurity, inability to afford medications, and other social factors when evaluating for possible medical neglect |
| **Level 4** Integrates clinical facts into a unifying diagnosis(es); reappraises to avoid diagnostic error and bias | ● Uses new information from consultants or investigative personnel to revisit and adjust diagnosis to avoid diagnostic error  
● Comfortably compares and contrasts several diagnoses and uses supporting evidence-based literature to determine which is the most likely in a given patient  
● Counsels a runaway teen with recurrent sexual assault in the context of adverse childhood events and minor sex trafficking (instead of labeling the patient as “delinquent”) |
| **Level 5** Role models and coaches the organization of clinical facts to develop a prioritized differential diagnosis, including life threatening diagnoses, complex presentations, and complex clinical presentations | ● Articulates clinical reasoning in a way that allows insight into an expert’s clinical decision making  
● Presents to medical care team and explains: “Patient is a six-month-old with subdural and retinal hemorrhages currently in the ICU. We were consulted for concerns of abusive head trauma. The history is that the infant had a complex fall while in the arms of father. He has a few scattered posterior-pole retinal hemorrhages and a focal subdural hemorrhage underlying a linear skull fracture. Injuries are consistent with an accidental fall.” |

**Assessment Models or Tools**

- Case-based discussions
- Chart/medical record audit
<table>
<thead>
<tr>
<th>Curriculum Mapping</th>
<th>Notes or Resources</th>
</tr>
</thead>
</table>
| - Direct observation  
- Guided self-reflection  
Note: Focus on section for Child Abuse Pediatrics.  
### Patient Care 5: Patient Management

**Overall Intent:** To lead the outpatient health care team in the creation of a comprehensive, patient-centered management plan based on multiple patient factors, including social factors and varied patient backgrounds, regardless of complexity.

| Level 1 Participates in the creation of management plans | ● Suggests sexually transmitted infection (STI) testing and antibiotics based on previous patient encounters  
● Repeats consultant’s written recommendations verbatim |
| Level 2 Develops a general management plan for common and simple diagnoses | ● Identifies STIs and correct treatment but fails to adjust management plan to address recurrent infection, inquire about patient safety and sexual practices, or perform additional testing such as pregnancy screening.  
● Calls child protective services and states the plan but doesn’t integrate their assistance in assessing patient safety |
| Level 3 Develops a multidisciplinary management plan for common and simple diagnoses | ● Identifies STIs and correct treatment, adjusts management plan to address recurrent infection, inquires about patient safety and sexual health history, and performs pregnancy screening  
● Calls child protective services to state the plan and requests evaluation of patient safety in current setting |
| Level 4 Develops and implements informed multidisciplinary management plans for complicated and/or complex diagnoses, with the ability to modify plans as necessary | ● Identifies and treats STIs, screens for human trafficking, and coordinates with child protective services to ensure a safe environment for patient  
● Implements treatment plan created cooperatively with patient to see obstetrics and gynecology for long-acting reversible contraception or management of unexpected pregnancy |
| Level 5 Serves as a role model and coach for development of multidisciplinary management plans for complicated and/or complex diagnoses, with the ability to modify plans as necessary | ● Recognizes medical care team members’ discomfort and bias toward the patient and redirects discussion to trauma-informed care of the patient, including consideration of social determinants of health  
● Shares an error of clinical reasoning in order to correct treatment plan and educate the medical care team  
● Develops programs for at-risk youth for medical care team approach to prevention, testing, and treatment of STIs |

**Assessment Models or Tools**

● Case-based discussion  
● Chart/medical record audit  
● Direct observation  
● Guided self-reflection  
● Multisource feedback

**Curriculum Mapping**

●
<table>
<thead>
<tr>
<th>Notes or Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>● This subcompetency refers to care completed in the clinic, such as foster care clinic, non-acute sexual abuse clinic, physical abuse clinic, etc. where the child abuse pediatrician is the primary managing physician.</td>
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</tbody>
</table>
### Patient Care 6: Provides Consultative Care

**Overall Intent:** To provide integrated and comprehensive consultative care for patients in the inpatient and outpatient settings

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Respectfully receives a consultation request and clarifies consultation question, with guidance | ● Requires prompting from supervising physician to clarify an unclear question from the consulting physician regarding a patient with facial bruising  
● Professionally declines a request for a consultation when receiving a call about a non-patterned shin bruise in a mobile toddler  
● Repeats impression from another specialist that the femur fracture was caused when the patient’s leg was caught in the crib slats without consideration of plausibility |

**Repeats impression from other consultants verbatim**  
- Repeats the impression from another specialist that the femur fracture was caused when the patient’s leg was caught in the crib slats without consideration of plausibility

| **Level 2** Independently clarifies consultation question and respectfully responds | ● Independently asks for patient’s age and developmental status when receiving a call from a consulting physician regarding a patient with facial bruising  
● Recommends a skeletal survey and head computed tomography (CT) after discussion of case with supervising physician |

| Generates recommendations, with guidance | ● Recommends a skeletal survey and head computed tomography (CT) after discussion of case with supervising physician |

| **Level 3** Identifies the indications for the consultation and verifies understanding of recommendations with the medical team | ● Discusses with social worker the low likelihood of abuse for a patient with simple parietal skull fracture with plausible short fall history without any additional risk factors, and documents reasoning  
● Recognizes need for full consultation on infant with skin findings of unclear etiology  
● Educates the consulting team about indication for additional imaging for an infant with a known fracture |

**Independently generates recommendations for a simple case**  
- Discusses with social worker the low likelihood of abuse for a patient with simple parietal skull fracture with plausible short fall history without any additional risk factors, and documents reasoning  
- Recognizes need for full consultation on infant with skin findings of unclear etiology  
- Educates the consulting team about indication for additional imaging for an infant with a known fracture

| **Level 4** Effectively conveys consultative assessment and rationale to the medical team | ● Recommends additional genetic consultation in infant with subdural hemorrhage, multiple fractures, and family history of osteogenesis imperfecta (OI) and explains rationale to consulting team  
● Recommends management plan for incidental finding of a chronic subdural hemorrhage in an infant with enlarging head circumference |

**Independently generates recommendations for a complex case**  
- Recommends additional genetic consultation in infant with subdural hemorrhage, multiple fractures, and family history of osteogenesis imperfecta (OI) and explains rationale to consulting team  
- Recommends management plan for incidental finding of a chronic subdural hemorrhage in an infant with enlarging head circumference

| **Level 5** Is identified as a role model for the provision of consultative care across the spectrum of case complexity | ● Effectively serves as a resource for junior fellow prior to speaking with supervising physician  
● Actively performs case-based teaching with residents and medical students  
● Educates hospital staff members about sources of possible bias regarding family of patient with concerns for abusive head trauma |

| Assessment Models or Tools | ● Case-based discussion  
● Chart/medical record audit  
● Direct observation |
<table>
<thead>
<tr>
<th>Curriculum Mapping</th>
<th>Notes or Resources</th>
</tr>
</thead>
</table>
## Medical Knowledge 1: Clinical Knowledge

### Overall Intent:
To demonstrate medical and scientific knowledge and apply it to the care of pediatric patients

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** *Demonstrates basic medical knowledge*                        | ● Identifies normal versus abnormal vital signs for pediatric patients of different ages  
● Differentiates between normal and delayed developmental milestones in a pediatric patient |
| **Level 2** *Links basic medical knowledge to clinical cases*             | ● Identifies that a two-week-old infant is developmentally incapable of rolling off of a bed, then uses pertinent positives and negatives from history and physical exam to offer reasonable diagnostic possibilities  
● Explains how social determinants of health impact families’ behaviors and access to medical and community resources |
| **Level 3** *Applies medical knowledge to simple cases to guide patient evaluation* | ● Creates an evaluation plan for a nine-month-old child with a simple skull fracture after falling out of a shopping cart; uses clinical pathways/guidelines/order sets when appropriate  
● Uses a social determinants of health framework to maximize patient care in common scenarios |
| **Level 4** *Integrates a breadth of medical knowledge that includes complex cases to guide patient evaluation* | ● Creates an evaluation plan for a nine-month-old with extensive subdural hemorrhage after reported fall from a swing, appropriately adapting from clinical pathways/guidelines/order sets; recognizes and modifies recommendations appropriate to changes in clinical condition  
● Considers systemic issues of diversity, equity, and inclusion when making recommendations |
| **Level 5** *Teaches at multiple levels, drawing from a breadth of medical knowledge that spans the continuum of simple to complex cases* | ● Teaches other learners about typical and atypical presentations of child maltreatment  
● Educates multidisciplinary team on situations in which social determinants of health or diversity, equity, and inclusion issues are present and how they can affect patient care and contribute to practitioner implicit bias  
● Demonstrates commitment to lifelong learning; stays up to date on current literature and often cites newest clinical guidelines for management |

### Assessment Models or Tools
- Case-based discussion
- Direct observation
- Guided self-reflection
- SITE
- Medical record (chart) audit

### Curriculum Mapping
### Notes or Resources

  Note: Focus on section for Child Abuse Pediatrics.
- The multidisciplinary team includes partner agencies, such as child protective services and law enforcement.
## Medical Knowledge 2: Diagnostic Evaluation

**Overall Intent:** To order/recommend diagnostic tests and subspecialty consultations (if appropriate), tailoring the evaluation to patient complexity, severity of illness, and the most likely diagnosis(es); to interpret results accurately within the context of the clinical picture

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong> Lists basic evaluation plan of diagnostic testing and consultation for simple/typical cases, with prompting</td>
<td>• Evaluates a six-week-old infant with a clavicle fracture without reported history and recommends skeletal survey; after discussion with supervising physician about potential differential diagnoses, recognizes that neuroimaging is indicated</td>
</tr>
<tr>
<td>Reports results of diagnostic studies</td>
<td>• States the x-ray report without discussion of fracture acuity</td>
</tr>
</tbody>
</table>
| **Level 2** Develops a broad evaluation plan for simple cases              | • When evaluating an eight-month-old for failure to thrive:  
  o Obtains a birth history, diet history (including formula mixing), and growth charts from primary care practitioner; reviews results of newborn screen  
  o Recommends that consulting team obtain: blood work for congenital infections, electrolytes, and thyroid function; urine analysis; feeding evaluation with swallow study; and stool studies  
  o Suggests immediate report to child protective services prior to integrating available information into diagnostic impression |
| Identifies significant diagnostic study results                           | • Recognizes that an abnormal sweat test or abnormal newborn screen could indicate the cause of failure to thrive                                                                                       |
| **Level 3** Develops a prioritized plan for simple cases and a broad evaluation plan for complex cases | • Evaluates a developmentally appropriate three-year-old with a nondisplaced, spiral fracture of the mid-tibia and a history of a simple fall and recommends no additional workup after complete physical exam identifies no other injuries  
  • Evaluates a developmentally appropriate 11-month-old with a nondisplaced, spiral fracture of the mid-tibia without history of trauma, found to have ear bruising and patterned buttock bruising, and recommends the consulting team obtain full skeletal survey, neuroimaging, and blood work screening for abdominal trauma |
| Interprets significant diagnostic study results                           | • Interprets healing posterior rib fractures on skeletal survey as unrelated to a simple fall and as concerning for abuse  
  • Considers racial disparities to minimize bias in ordering of labs and tests in the evaluation of child maltreatment                                                                                 |
| **Level 4** Prioritizes and optimizes an evaluation plan for simple and complex cases based on risks, benefits, indications, and alternatives to clarify the diagnosis(es) | • Evaluates a nine-month-old with a femur fracture without medical history who is found to have osteopenia on skeletal survey; obtains a complete family history; recommends that consulting team obtain appropriate blood work for bone health; analyzes results prior to determining additional recommendations |
| **Interprets significant diagnostic study results while considering study limitations** | • Interprets low vitamin D levels in conjunction with other normal lab values while recognizing the clinical relevance in the context of a fracture  
• Considers social determinants of health and the impact on family functioning when evaluating for neglect |
| **Level 5 Educates others about risks, benefits, indications, and alternatives to guide diagnostic decision making** | • Explains to a junior learner the risks of settling on an abuse diagnosis too early and lists additional history and exam information that may be necessary to guide diagnostic decision making  
• Explains to other medical personnel the nuances of mandatory reporting based on individual state statutes  
• Advocates on a systemic level to minimize bias from abuse evaluations |
| **Teaches others to interpret significant diagnostic study results and consider study limitations** |  |
| **Assessment Models or Tools** | • Chart/medical record audit  
• Case-based discussions  
• Direct observation  
• Guided self-reflection  
• Multisource feedback  
• Subspecialty In-Training Examination (SITE) |
| **Curriculum Mapping** |  |
Note: Focus on section for Child Abuse Pediatrics.  
### Systems-Based Practice 1: Patient Safety

**Overall Intent:** To engage in the analysis and management of patient safety events, including relevant communication with patients, families, and health care professionals

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Demonstrates knowledge of common patient safety events | ● Lists common patient safety events such as missed case of abuse, patient misidentification, or medication errors  
Demonstrates knowledge of how to report patient safety events | ● Lists “patient safety reporting system” or “patient safety hotline” as ways to report safety events |
| **Level 2** Identifies system factors that lead to patient safety events | ● Identifies a missed child abuse case that occurred because the infant was not undressed for the exam  
Reports patient safety events through institutional reporting systems (simulated or actual) | ● Reports missed child abuse case using the appropriate institutional reporting mechanism |
| **Level 3** Participates in analysis of patient safety events (simulated or actual) | ● Participates in department morbidity and mortality presentations  
Participates in disclosure of patient safety events to patients and families (simulated or actual) | ● With the support of an attending or risk management team member, participates in the disclosure of an inaccurate diagnosis of injury |
| **Level 4** Conducts analysis of patient safety events and offers error prevention strategies (simulated or actual) | ● Actively participates by presenting patient information in a simulated or actual root cause analysis related to an inaccurate diagnosis of injury or missed case of abuse  
Discloses patient safety events to patients and families (simulated or actual) | ● Following consultation with risk management and other team members, independently discloses an inaccurate diagnosis of injury |
| **Level 5** Actively engages teams and processes to modify systems to prevent patient safety events | ● Leads a medical care team to work on improved examination of children in the emergency department  
Role models or mentors others in the disclosure of patient safety events | ● Conducts a simulation demonstrating techniques and approaches for disclosing patient safety events  
Teaches a course about the fellow’s role in disclosure of patient safety events |

**Assessment Models or Tools:**  
● Case-based discussions  
● Direct observation  
● Guided self-reflection
### Notes or Resources

  
  Note: Focus on section for Child Abuse Pediatrics.


## Systems-Based Practice 2: Quality Improvement

**Overall Intent:** To understand and implement quality improvement methodologies to improve patient care

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Demonstrates knowledge of basic quality improvement methodologies and metrics | ● Describes SMART (Specific, Measurable, Attainable, Realistic, Time-bound) aim  
● Describes components of a “Plan-Do-Study-Act” cycle |
| **Level 2** Describes local quality improvement initiatives (e.g., community vaccination rate, infection rate, smoking cessation) | ● Describes a quality improvement (QI) project to improve human papillomavirus (HPV) vaccination rates within a practice site |
| **Level 3** Participates in local quality improvement initiatives | ● Participates in a divisional quality improvement project to improve HPV vaccination rates  
● Participates in an ongoing interdisciplinary project to improve vaccination rates for HPV |
| **Level 4** Demonstrates the skills required to identify, develop, implement, and analyze a quality improvement project | ● Serves as lead investigator for an institutional QI project to improve HPV vaccination rates, coordinating and educating local participants and managing data collection  
● Develops and implements a QI project to improve the process of getting toddlers into exam gowns in the emergency department  
● In developing a quality improvement project, considers team bias and social determinants of health in the patient population |
| **Level 5** Creates, implements, and assesses quality improvement initiatives at the institutional or community level | ● Initiates and completes a quality improvement project to improve county HPV vaccination rates in collaboration with the county health department and shares results through a formal presentation to the community leaders  
● Develops and implements a quality improvement project to improve HPV vaccination rates within a practice site, including engaging the office team, assessing the problem, articulating a broad goal, developing a SMART aim, collecting data, analyzing, and monitoring progress and challenges |

### Assessment Models or Tools
- Direct observation
- Portfolio
- Poster or other presentation
- Team evaluations
- Guided self-reflection
- Manuscript/publication

### Curriculum Mapping
- 

### Notes or Resources
  Note: Focus on section for Child Abuse Pediatrics.  
# Systems-Based Practice 3: System Navigation for Patient-Centered Care – Coordination of Care

**Overall Intent:** To effectively navigate the health care system; to adapt care to a specific patient population to ensure high-quality patient outcomes

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Lists the various interprofessional individuals involved in the patient’s care coordination | ● Identifies important members of the medical care team for a suspected abusive head trauma patient in the pediatric intensive care unit, including the surgical team, social workers, dieticians, nursing, and other subspecialists involved in the care of the patient  
● Recognizes implicit bias as a contributor to health care disparities  
● Identifies access to care, home environment, and insurance coverage as social determinants of health |
| **Level 2** Coordinates care of patients in routine clinical situations, incorporating interprofessional teams with consideration of patient and family needs | ● Coordinates follow-up skeletal survey and outpatient child abuse pediatrics clinic appointment for an abusive head trauma patient  
● Discusses placement requirements of infant with multiple subspecialty follow-ups with child protective services |
| **Level 3** Coordinates care of patients in complex clinical situations, effectively utilizing the roles of interprofessional teams, and incorporating patient and family needs and goals | ● Works with social worker and child protective services to coordinate multiple outpatient follow-up appointments for an infant with abusive head trauma who resides in a rural setting with limited transportation options  
● Recognizes that minoritized communities may have additional barriers to health care access and identifies beneficial resources as needed |
| **Level 4** Coordinates interprofessional, patient-centered care among different disciplines and specialties, actively assisting families in navigating the health care system | ● Leads multidisciplinary team case review that includes additional subspecialists (genetics, neurology, hematology), social work, child protective services, law enforcement, and primary care team to review likely diagnosis and patient placement  
● Leads case coordination with the patient’s family and includes appropriate subspecialists, physical therapist/occupational therapist, nutrition, child life, mental health resources, chaplain services, the primary care physician, etc. |
| **Level 5** Coaches others in interprofessional, patient-centered care coordination | ● Provides scripting to other care practitioners highlighting the importance of clear communication with the patient’s family about concern for abuse and setting expectations for next evaluation steps  
● Encourages other care practitioners to cluster appointments for patients who may have transportation difficulties |

### Assessment Models or Tools
- Case-based discussion
- Direct observation
- Entrustable Professional Activities
- Guided self-reflection
- Medical record (chart) audit
- Multisource feedback
- Review of discharge planning documentation
<table>
<thead>
<tr>
<th>Curriculum Mapping</th>
<th>Notes or Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>Milestones</td>
<td>Examples</td>
</tr>
<tr>
<td>---------------------------------------------------------------------------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td><strong>Level 1 Uses a standard template for transitions of care/hand-offs</strong></td>
<td>• Provides only name and diagnosis for an inpatient consult to on-call colleague without providing context, ongoing issues, or contingency plans</td>
</tr>
<tr>
<td><strong>Level 2 Adapts a standard template, recognizing key elements for safe and effective transitions of care/hand-offs in routine clinical situations</strong></td>
<td>• Routinely uses a standardized hand-off tool for a stable inpatient consult, verbalizes a basic understanding of active problems, and provides basic contingency plans to on-call colleague</td>
</tr>
<tr>
<td><strong>Level 3 Performs safe and effective transitions of care/hand-offs in complex clinical situations, and ensures closed-loop communication</strong></td>
<td>• Communicates need for head CT, skeletal survey, and trauma labs with emergency department practitioner when transferring an infant with concerning injury found during outpatient evaluation and requests notification of study results</td>
</tr>
<tr>
<td></td>
<td>• Communicates with inpatient team about child protective services and law enforcement involvement for an infant being admitted for additional work-up after consultation from emergency department</td>
</tr>
<tr>
<td></td>
<td>• Completes the hand-off for a patient with a child abuse assessment to the primary care physician with a succinct summary, and a timeline for outpatient follow-up and repeat testing</td>
</tr>
<tr>
<td><strong>Level 4 Performs and advocates for safe and effective transitions of care/hand-offs within and across health care delivery systems</strong></td>
<td>• Proactively coordinates with genetics team to follow up on OI results that are still pending at time of discharge and provides subsequent communication with the family/caregivers and child protective services</td>
</tr>
<tr>
<td></td>
<td>• Seeks out appropriate practitioners to facilitate the transition of an infant with ongoing child maltreatment evaluation to different geographical region; ensures a thorough hand-off, including child protective services and law enforcement involvement, to the identified new medical practitioners</td>
</tr>
<tr>
<td><strong>Level 5 Coaches others in improving transitions of care within and across health care delivery systems to optimize patient outcomes</strong></td>
<td>• Designs and implements standardized hand-off educational sessions for medical practitioners at (regional/national) conference</td>
</tr>
<tr>
<td></td>
<td>• Role models use of language that non-medical professionals can clearly understand during transitions of care</td>
</tr>
</tbody>
</table>

**Assessment Models or Tools**

- Direct observation
- Multisource feedback
- Simulation
- Review of sign-out tools, use and review of checklists

**Curriculum Mapping**

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<table>
<thead>
<tr>
<th>Notes or Resources</th>
</tr>
</thead>
</table>
Note: Focus on section for Child Abuse Pediatrics.  
## Systems-Based Practice 5: Population and Community Health

**Overall Intent:** To promote and improve health across communities and populations through patient care and advocacy, including public education and elimination of structural racism

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Demonstrates awareness of population and community health needs and disparities | ● Identifies social determinants of health, such as poverty and structural racism  
● Lists adverse childhood experiences  
● Acknowledges that social and racial disparities exist in the evaluation and diagnosis of child maltreatment  
| **Level 2** Identifies specific population and community health needs and disparities; identifies local resources | ● Screens patients for adverse childhood experiences and acknowledges social determinants of health and the impact of structural racism for individual patients  
● Discusses health disparities and identifies local Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) office for family who needs nutrition resources  
| **Level 3** Uses local resources effectively to meet the needs and reduce health disparities of a patient population and community | ● Consistently refers patients to therapeutic mental health services as needed  
● Promotes local resources and programs aimed at improving health disparities  
| **Level 4** Adapts practice to provide for the needs of and reduce health disparities of a specific population | ● Participates in an advocacy project to improve health care access and/or decrease practices that support structural racism  
● Initiates discussion of structural racism during the review of cases with colleagues and multidisciplinary team  
● Partners with local food bank to meet the needs of families experiencing food insecurity  
| **Level 5** Advocates at the local, regional, or national level for populations and communities with health care disparities | ● Engages in a project providing training to local pediatric practitioners on the impact of structural racism in the evaluation and diagnosis of child maltreatment  
● Participates in longitudinal discussions with local, state, or national government policy makers to eliminate structural racism and reduce health disparities  
● Participates in a multi-center research project on the effects of race/ethnicity versus structural racism in the evaluation and diagnosis of child maltreatment  

**Assessment Models or Tools**

● Analysis of process and outcomes measures based on social determinants of health and resultant disparities  
● Case-based discussions  
● Direct observation  
● Guided self-reflection  
● Medical record (chart) audit  
● Multisource feedback  
● Portfolio assessment  

**Curriculum Mapping**

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**Notes or Resources**

<table>
<thead>
<tr>
<th>Child Abuse Pediatrics Supplemental Guide</th>
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</thead>
<tbody>
<tr>
<td>Note: Focus on section for Child Abuse Pediatrics.</td>
</tr>
</tbody>
</table>
## Systems-Based Practice 6: Physician Role in Health Care Systems

**Overall Intent:** To understand the physician’s role in health systems science to optimize patient care delivery, including cost-conscious care

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1 Engages with patients and other providers in discussions about cost-conscious care and key components of the health care delivery system** | ● Considers the differences in cost for a failure-to-thrive patient in the hospital versus being closely followed as an outpatient  
● Recognizes that the need for medical evaluation remains the same regardless of the payor status  
● Identifies how implicit biases contribute to unnecessary medical evaluations |
| **Level 2 Identifies the relationships between the delivery system and cost-conscious care and the impact on the patient care** | ● Considers the cost versus the utility of universal screening for STIs  
● Articulates the benefit of patients coming to outpatient clinic for non-emergent child maltreatment evaluations instead of seeking care in the emergency department |
| **Level 3 Discusses the need for changes in clinical approaches based on evidence, outcomes, and cost-effectiveness to improve care for patients and families** | ● Discusses risks and benefits of pursuing sedated magnetic resonance imaging (MRI) in the setting of a normal head CT and abnormal neurological examination of a six-month-old infant with facial bruising  
● Considers health care disparities in pursuit of evidence-based care  
● Explores with medical care team the cost-effectiveness of not obtaining abdominal CT in a well-appearing patient with mildly elevated liver function tests |
| **Level 4 Advocates for the promotion of safe, quality, and high-value care** | ● Works collaboratively with medical care team and other consultants to use a cost-effective approach when assessing for rare mimics of child abuse  
● Assesses the value of repeat STI testing in a population of sexually abused children |
| **Level 5 Coaches others to promote safe, quality, and high-value care across health care systems** | ● Implements a clinical decision support tool in the EHR to improve recognition and evaluation of child maltreatment  
● Coordinates with regional health care systems to implement policies for obtaining skeletal surveys based on injury and age-based criteria  
● Educates colleagues on cost-effectiveness of bleeding evaluation in patient with bruising |

**Assessment Models or Tools**

- Direct observation
- Medical record (chart) audit
- Patient satisfaction data
- Patient safety conference
- Portfolio assessment
- Review and guided reflection on costs accrued for individual patients or patient populations with a given diagnosis

**Curriculum Mapping**

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**Notes and Resources**

<table>
<thead>
<tr>
<th>Resource</th>
<th>Reference</th>
<th>Access Date</th>
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</table>
# Systems-Based Practice 7: Legal Principles Related to Child Maltreatment

**Overall Intent:** To establish and apply the foundation of legal knowledge required for the competent and ethical practice of child abuse pediatrics

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong> <em>Demonstrates basic understanding of legal systems relevant to child maltreatment</em></td>
<td>● Recognizes basic legal terms related to procedure in the courts and legal documents</td>
</tr>
</tbody>
</table>
| **Level 2** *Identifies statutes and court procedures relevant to child maltreatment* | ● Accesses relevant state statutes  
● Knows state-specific age of sexual consent and statutory rape laws  
● Understands state-specific reporting mandates |
| **Level 3** *Applies knowledge of the statutes and court procedures to patient evaluation* | ● Makes recommendations for acute sexual assault evaluation based on statutory rape laws  
● Recommends referral to child protective services based on state-mandated reporter laws |
| **Level 4** *Integrates knowledge of the statutes and court procedures to multidisciplinary team interactions* | ● Advises and coordinates reproductive health care for patient with pregnancy resulting from sexual assault  
● Consistently demonstrates knowledge of Health Insurance Portability and Accountability Act (HIPAA) exceptions in the discussions of medical information with multidisciplinary team members |
| **Level 5** *Advances knowledge of statutes and court procedures relevant to child maltreatment through dissemination of scholarly activity and advocacy* | ● Authors an op-ed on state child maltreatment laws and impact on patient care  
● Provides collaborative educational presentation with attorneys, including mock trial for regional multidisciplinary team members on child maltreatment case |

**Assessment Models or Tools**

- Assessment of case presentation
- Case-based discussions
- Direct observation
- Simulation
- Guided self-reflection
- Portfolio assessment

**Curriculum Mapping**

  Note: Focus on section for Child Abuse Pediatrics.
• The multidisciplinary team includes partner agencies, such as child protective services and law enforcement. |
**Practice-Based Learning and Improvement 1: Evidence-Based and Informed Practice**

**Overall Intent:** To incorporate evidence and apply it to individual patients and patient populations

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Develops an answerable clinical question and demonstrates how to access available evidence, with guidance | ● Needs help with creating a searchable question in reference to the differential diagnosis for a subdural hemorrhage  
● Uses UpToDate to search for answers to clinical questions  
● Accesses available evidence using unfiltered resources, retrieving a broad array of related information |
| **Level 2** Independently articulates clinical question and accesses available evidence | ● Independently identifies “What is the incidence of neonatal subdural hemorrhage from birth trauma?” as a focused, answerable question  
● Uses PubMed to search for the answer to a clinical question and appropriately filters results |
| **Level 3** Locates and applies the evidence, integrated with patient preference, to the care of patients | ● Obtains, appraises, and applies evidence to create appropriate differential diagnosis for subdural hemorrhage in a neonate  
● Efficiently searches and filters evidence-based literature, retrieving information that is specific to the clinical question |
| **Level 4** Critically appraises and applies evidence, even in the face of uncertainty and conflicting evidence to guide care tailored to the individual patient | ● Routinely applies evidence to the care of individual patients or populations to improve their clinical practice  
● Discusses with patients’ families occult injury screening practices informed by the evidence-based literature  
● Recognizes that social determinants of health are confounding factors in the literature base |
| **Level 5** Coaches others to critically appraise and apply evidence for complex patients | ● Provides guidance to junior learners on formulating questions, searching for the best available evidence, appraising evidence, and applying that information to the care of patients  
● Participates in the development of clinical guidelines/pathways  
● Role models creating efficient and effective search strategies to answer clinical questions |

**Assessment Models or Tools**

● Direct observation  
● Guided self-reflection  
● Presentation evaluation  
● Scholarly activity portfolio  
● SITE

**Curriculum Mapping**

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<table>
<thead>
<tr>
<th>Notes or Resources</th>
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</table>
**Practice-Based Learning and Improvement 2: Reflective Practice and Commitment to Personal Growth**

**Overall Intent:** To continuously improve patient care based on self-evaluation and lifelong learning

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong> Participates in feedback sessions</td>
<td>● Attends scheduled feedback sessions</td>
</tr>
</tbody>
</table>
| Develops personal and professional goals, with assistance | ● Develops a plan with supervising physician to assess own use of follow-up skeletal surveys  
   ● Acknowledges own implicit/explicit biases, with assistance |
| **Level 2** Demonstrates openness to feedback and performance data | ● Acknowledges concerns about timely note completion and works with supervising physician to develop goals for improvement |
| Designs a learning plan based on established goals, feedback, and performance data, with assistance | ● After reviewing the use of STI testing in the clinic during an annual review, integrates feedback to develop individual education plan  
   ● Devises a plan to explore biases and how they impact patient care and professional relationships |
| **Level 3** Seeks and incorporates feedback and performance data episodically | ● Evaluates frequency of STI testing in own clinic sessions to ensure current guidelines are being followed  
   ● Identifies problems performing colposcopy on adolescents and devises a learning plan that incorporates feedback on technique from all clinical staff and practitioners  
   ● Recognizes own implicit biases that affected care for a transgender male seeking evaluation after sexual assault and seeks out additional trainings |
| Designs and implements a learning plan by analyzing and reflecting on the factors which contribute to gap(s) between performance expectations and actual performance | |
| **Level 4** Seeks and incorporates feedback and performance data consistently | ● Initiates a quarterly chart audit to ensure appropriate prescribing of HIV prophylaxis for acute sexual assault victims  
   ● Adapts learning plan to improve knowledge of HIV prophylaxis based on personal reflection, feedback, and patient data |
| Adapts a learning plan using long-term professional goals, self-reflection, and performance data to measure its effectiveness | |
| **Level 5** Role models and coaches others in seeking and incorporating feedback and performance data | ● Leads an initiative to improve prescription of HIV prophylaxis by all clinic practitioners  
   ● Meets regularly with practitioners to review individual practice habits and develop their quality improvement goals |
| Demonstrates continuous self-reflection and coaching of others on reflective practice | |
| Assessment Models or Tools | ● 360 evaluations  
   ● Direct observation |
<table>
<thead>
<tr>
<th>Curriculum Mapping</th>
<th>Notes or Resources</th>
</tr>
</thead>
</table>
| ● Guided self-reflection  
● Medical record (chart) audit  
Note: Focus on section for Child Abuse Pediatrics.  
## Practice-Based Learning and Improvement 3: Teaching

**Overall Intent:** To develop skills as an educator for both medical care and multidisciplinary team members

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong> <em>Teaches junior learners in the clinical setting</em></td>
<td>● During a clinical encounter, discusses fracture mechanics with junior learners</td>
</tr>
<tr>
<td><strong>Level 2</strong> <em>Teaches junior learners in the didactic setting</em></td>
<td>● Provides lecture on mandatory reporting for junior learners</td>
</tr>
<tr>
<td><strong>Level 3</strong> <em>Teaches medical care team and/or multidisciplinary team on basic concepts</em></td>
<td>● Prepares fracture mechanics lecture, employing adult learning principles, for multidisciplinary team (which includes medical and non-medical professionals)</td>
</tr>
<tr>
<td><strong>Level 4</strong> <em>Teaches medical care team and/or multidisciplinary team on advanced concepts</em></td>
<td>● Creates and presents a didactic lecture, with embedded audience response questions to verify understanding, about disorders of bone metabolism and mimics of abuse to emergency department colleagues</td>
</tr>
<tr>
<td><strong>Level 5</strong> <em>Designs and implements curricula or learning activities for medical care team and/or multidisciplinary team</em></td>
<td>● Organizes and presents a series of lectures, employing adult learning principles and audience participation techniques, as part of the educational program for local law enforcement on child abuse pediatrics</td>
</tr>
</tbody>
</table>

**Assessment Models or Tools**
- Direct observation by faculty members
- Educational products
- Guided self-reflection
- Learner evaluations

**Curriculum Mapping**
- 

**Notes or Resources**
  Note: Focus on section for Child Abuse Pediatrics. 
- The multidisciplinary team includes partner agencies, such as child protective services and law enforcement.
**Professionalism 1: Professional Behavior**

**Overall Intent:** To demonstrate ethical and professional behaviors; to promote these behaviors in others; to use appropriate resources to manage professional dilemmas

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Identifies expected professional behaviors and potential triggers for lapses | ● Asks supervising physician for feedback on own communication with clinic/hospital staff members when handling multiple patient activities and feeling overwhelmed  
● Acknowledges the importance of child abuse pediatricians in providing unbiased assessments of child maltreatment |
| Identifies the value and role of child abuse pediatrics as a vocation/career |  |
| **Level 2** Demonstrates professional behavior with occasional lapses | ● Arrives on time to clinic most of the time, and recognizes the negative impact on clinic staff members when arriving late to clinic  
● With prompting, discusses results of genetic testing with patient’s family |
| Demonstrates accountability for patient care as a child abuse pediatrician, with guidance |  |
| **Level 3** Maintains professional behavior in increasingly complex or stressful situations | ● Demonstrates caring and compassionate behaviors with patients, patients’ families, colleagues, and staff members during a hectic day  
● Maintains professional composure when challenged by an upset family during discussion on child abuse diagnosis |
| Fully engages in patient care and holds oneself accountable |  |
| **Level 4** Recognizes situations that may trigger professionalism lapses and intervenes to prevent lapses in self and others | ● Models respect and compassion for patients and promotes the same from colleagues by actively identifying professional behavior  
● Assists colleagues when the clinic is busy, without prompting  
● Speaks up in the moment when observing unprofessional behavior within the health care team and uses reporting mechanisms to address it |
| Exhibits a sense of duty to patient care and professional responsibilities |  |
| **Level 5** Models professional behavior and coaches others when their behavior fails to meet professional expectations | ● Discusses the need to be on time with a junior learner who continues to be late, making a plan together to address the underlying issues contributing to the learner’s tardiness  
● Develops education and/or modules on microaggressions and bias  
● Collaborates with city library system to develop protocol for recognition and reporting of child maltreatment |
| Extends the role of the child abuse pediatrician beyond the care of patients by engaging with the community, specialty, and medical profession as a whole |  |
| Assessment Models or Tools | ● Direct observation  
● Guided self-reflection  
● Multisource feedback |
### Curriculum Mapping

**Notes or Resources**

- Below are resources that define professionalism and seek to focus it on what key knowledge, skills, and attitudes are required to ensure public trust and promote integrity within the profession. It is important to note a historical context in which the informal and formal assessment of “professionalism” has extended beyond these ideals to negatively impact the careers of women, LGBTQIA+ people, and underrepresented minorities in medicine. Explicitly, examples of this have included the way in which women, minoritized learners, and LGBTQIA+ learners have been targeted for certain forms of self-expression of racial, ethnic, or gender identity. The assessment of professionalism should seek to be anti-racist and eliminate all forms of bias.


  
  Note: Focus on section for Child Abuse Pediatrics.


## Professionalism 2: Ethical Principles

### Overall Intent:
To recognize and address or resolve common and complex ethical dilemmas or situations

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Demonstrates knowledge of the ethical principles underlying informed consent, surrogate decision making, advance directives, confidentiality, error disclosure, stewardship of limited resources, and related topics | - Recognizes that medical evaluation for concerns of physical abuse may be indicated despite a parent’s refusal  
- Explains to adolescent patient the limits of confidentiality during history taking with regard to child maltreatment |
| **Level 2** Applies ethical principles in common situations                 | - Articulates how the principle of “do no harm” applies to obtaining verbal assent for the anogenital examination from an adolescent presenting after acute sexual assault |
| **Level 3** Analyzes complex situations using ethical principles to address conflict/controversy; seeks help when needed to manage and resolve complex ethical situations | - With guidance, offers prophylactic treatment options after acute sexual assault, while balancing discord in patient’s and patient’s family’s choice  
- Participates in discussion with medical care team regarding organ donation in cases of fatal abusive head trauma |
| **Level 4** Manages and seeks to resolve ethical dilemmas using appropriate resources (e.g., ethics consultations, literature review, risk management/legal consultation) | - Appropriately participates in ethics consult to discuss end-of-life care for a patient with abusive head trauma and poor prognosis  
- Uses institutional resources, including social work and risk management, when a caregiver chooses to have the patient leave the hospital against medical advice |
| **Level 5** Called upon by others to consult in cases of complex ethical dilemmas; identifies and seeks to address system-level factors that induce or exacerbate | - Is a member of the hospital ethics committee  
- Provides education to hospital staff members regarding trauma-informed care of patients presenting with ethically challenging medical concerns |

### Assessment Models or Tools
- Case-based discussions  
- Direct observation  
- Guided self-reflection  
- Multisource feedback

### Curriculum Mapping

### Notes or Resources
  Note: Focus on section for Child Abuse Pediatrics.  
<table>
<thead>
<tr>
<th>Reference</th>
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</thead>
</table>
### Professionalism 3: Accountability/Conscientiousness

**Overall Intent:** To take responsibility for one’s own actions and the impact on patients and other members of the health care team

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Performs tasks and responsibilities, with prompting | ● Responds to reminders from program administrator to complete work hour logs  
● After being informed by the program director that too many conferences have been missed, changes habits to meet the minimum attendance requirement  
● Completes patient care tasks after prompting from a supervising physician |
| **Level 2** Performs tasks and responsibilities in a timely manner in routine situations | ● Completes administrative tasks by specified due date  
● Answers pages and emails promptly with rare exceptions |
| **Level 3** Performs tasks and responsibilities in a thorough and timely manner in complex or stressful situations | ● Identifies multiple competing demands when caring for patients, triages tasks, and seeks help from other team members |
| **Level 4** Coaches others to ensure tasks and responsibilities are completed in a thorough and timely manner in complex or stressful situations | ● Offers junior learner tips on task prioritization  
● Leads clinic team during hectic days, delegating tasks to ensure that all tasks are completed for safe and thorough patient care |
| **Level 5** Creates strategies to enhance others’ ability to efficiently complete tasks and responsibilities | ● Develops online form that populates directly into EHR to streamline clinic flow |

**Assessment Models or Tools**

● Compliance with deadlines and timelines  
● Direct observation  
● Guided self-reflection  
● Multisource feedback

**Curriculum Mapping**

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**Notes or Resources**

Note: Focus on section for Child Abuse Pediatrics.  
● Code of conduct from fellow/resident institutional manual  
● Expectations of fellowship program regarding accountability and professionalism
### Professionalism 4: Well-Being

**Overall Intent:** To identify resources to manage and improve well-being

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Recognizes the importance of addressing personal and professional well-being | • Acknowledges how individual response to participating in a physical abuse consult impacts well-being and may impact the approach to patients seen later the same day  
• Recognizes the importance of discussing professional well-being with a faculty mentor  
• Appreciates that personal stress may require discussion of a change in schedule |
| **Level 2** Describes institutional resources that are meant to promote well-being | • Identifies well-being resources for learners and faculty members available through the institution and nationally  
• Meets with program director to discuss Family Medical Leave Act options when expecting a child |
| **Level 3** Recognizes institutional and personal factors that impact well-being | • Recognizes threats to personal safety in the workplace and uses practices to mitigate them  
• Appreciates the tension between professional and personal responsibilities |
| **Level 4** Describes interactions between institutional and personal factors that impact well-being | • Discusses a plan to mitigate the tension between a busy schedule and personal time  
• Recognizes how microaggressions in the workplace are impacting performance or engagement in patient care |
| **Level 5** Coaches and supports colleagues to optimize well-being at the team, program, or institutional level | • Leads divisional efforts to address clinician well-being  
• Leads a team debrief after a challenging consult or patient death; shares strategies for self-care  
• Develops an affinity group to provide support for self and others to explore the impact of microaggressions and biases |

**Assessment Models or Tools**

- Direct observation
- Group interview or discussions for team activities
- Individual interview
- Institutional online training modules
- Self-assessment and personal learning plan

**Curriculum Mapping**

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**Notes or Resources**

- This subcompetency is not intended to evaluate a fellow’s well-being, but to ensure each fellow has the fundamental knowledge of factors that impact well-being, the mechanisms by which those factors impact well-being, and available resources and tools to improve well-being.
<table>
<thead>
<tr>
<th>Child Abuse Pediatrics Supplemental Guide</th>
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</table>
  Note: Focus on section for Child Abuse Pediatrics.  
• Local resources, including employee assistance programs |
# Interpersonal and Communication Skills 1: Patient- and Family-Centered Communication

**Overall Intent:** To tailor communication to the needs of patients and families

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong> Demonstrates respect and attempts to establish rapport</td>
<td>● Introduces self and supervising physician, explains role, identifies patient and others in the room, and engages relevant parties in health care discussion</td>
</tr>
<tr>
<td>Attempts to adjust communication strategies based upon patient/family expectations</td>
<td>● Identifies need for trained interpreter for families with limited English proficiency</td>
</tr>
</tbody>
</table>
| **Level 2** Establishes a therapeutic relationship in straightforward encounters | ● Uses nonjudgmental language to discuss sexual history of an adolescent  
● Asks for and uses patient’s pronouns                                                                                                              |
| Adjusts communication strategies as needed to mitigate barriers and meet patient/family expectations | ● Ensures that a distraught teenager with genital herpes understands that the outbreak will be self-limited but acknowledges uncertainty of future outbreaks and discusses risks/benefits of prophylactic medication  
● Asks transgender patients their preferred word for their genitalia                                                                                   |
| **Level 3** Establishes a culturally competent and therapeutic relationship in most encounters | ● Obtains adolescent sexual history from a patient presenting after sexual abuse while promoting trust, respect, and understanding  
● Recognizes that mispronouncing a patient’s name might be experienced as a microaggression; apologizes to the patient and seeks to correct the mistake |
| Communicates with sensitivity and compassion, elicits patient/family values, and acknowledges uncertainty and conflict |                                                                                                                                                                                                     |
| **Level 4** Establishes a therapeutic relationship in straightforward and complex encounters, including those with ambiguity and/or conflict | ● Engages caregivers who refuse skeletal survey, addressing concerns for radiation exposure and reviewing risks/benefits  
● When suggesting timeline for follow-up, considers caregiver availability, patient school schedule, and transportation |
| Uses shared decision making with patient/family to make a personalized care plan |                                                                                                                                                                                                     |
| **Level 5** Mentors others to develop positive therapeutic relationships    | ● Role models gender-affirming medical care for all patients  
● Develops a curriculum on patient- and family-centered communication                                                                                                                       |
| Mentors others to develop positive therapeutic relationships               |                                                                                                                                                                                                     |
| Models and coaches others in patient- and family-centered communication    |                                                                                                                                                                                                     |

**Assessment Models or Tools**  
● Direct observation  
● Case-based discussions  
● Guided self-reflection
<table>
<thead>
<tr>
<th>Curriculum Mapping</th>
<th>Notes or Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>● National LGBTQIA+ Health and Education Center: <a href="https://www.lgbtqiahealtheducation.org/">https://www.lgbtqiahealtheducation.org/</a>.</td>
</tr>
</tbody>
</table>
## Interpersonal and Communication Skills 2: Interprofessional and Team Communication

**Overall Intent:** To communicate effectively with the medical care team and/or the multidisciplinary team.

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong> Respectfully requests a consultation, with guidance</td>
<td>Places a dermatology referral for a patient in foster care clinic with skin lesion of unknown etiology after discussing with supervising physician.</td>
</tr>
<tr>
<td>Identifies the members of the interprofessional team</td>
<td><strong>Level 2</strong> Clearly and concisely requests consultation by communicating patient information</td>
</tr>
<tr>
<td>Participates within the interprofessional team</td>
<td><strong>Level 3</strong> Formulates a specific question for consultation and tailors communication strategy</td>
</tr>
<tr>
<td>Uses bi-directional communication within the interprofessional team</td>
<td><strong>Level 4</strong> Coordinates consultant recommendations to optimize patient care</td>
</tr>
<tr>
<td>Facilitates interprofessional team communication</td>
<td><strong>Level 5</strong> Maintains a collaborative relationship with referring providers that maximizes adherence to practice recommendations</td>
</tr>
<tr>
<td>Coaches others in effective communication within the interprofessional team</td>
<td>Assessment Models or Tools</td>
</tr>
</tbody>
</table>
### Curriculum Mapping

- Multisource feedback
- Simulation

### Notes or Resources

  Note: Focus on section for Child Abuse Pediatrics.
- The multidisciplinary team includes partner agencies, such as child protective services and law enforcement.
### Interpersonal and Communication Skills 3: Conflict Management

**Overall Intent:** To recognize and manage conflicts in medical care teams, multidisciplinary teams, and team-based activities

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong> Supports activities of medical care team and/or multidisciplinary team members and communicates findings and recommendations</td>
<td>• Presents a four-month-old with spiral femur fracture at multidisciplinary team meeting and defers to supervising physician when caseworker insists that injury is accidental</td>
</tr>
<tr>
<td><strong>Level 2</strong> Recognizes communication conflicts in medical care teams and/or multidisciplinary teams</td>
<td>• Leads the discussion, but asks supervising physician to be present during call to child protective services caseworker who questions the diagnosis</td>
</tr>
<tr>
<td><strong>Level 3</strong> Recognizes differing opinions and goals of medical care team and/or multidisciplinary team members and sustains working relationships in the face of conflict</td>
<td>• Communicates with trauma service regarding need for abdominal CT in the context of elevated liver function test (LFT) in an otherwise well-appearing child</td>
</tr>
</tbody>
</table>
| **Level 4** Manages resolution of conflicts in a team-based setting or participates in the resolution of systems-level conflicts | • Independently communicates medical reasoning to multidisciplinary team who are questioning the diagnosis of child maltreatment  
• Contacts child protective services supervisor to express concern regarding child safety  
• Mediates conflict within multidisciplinary team about differing opinions on diagnosis of maltreatment |
| **Level 5** Designs research or quality improvement projects to improve team-based evaluation | • Develops a quality improvement initiative aimed at streamlining communication between medical teams and child protective services |

**Assessment Models or Tools**
- Case-based discussions
- Direct observation
- Guided self-reflection
- Multisource feedback

**Curriculum Mapping**
  Note: Focus on section for Child Abuse Pediatrics.  

The multidisciplinary team includes partner agencies, such as child protective services and law enforcement.
## Interpersonal and Communication Skills 4: Communication within Health Care Systems

**Overall Intent:** To effectively communicate using a variety of tools and methods

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong> Records accurate information in the patient record</td>
<td>● Updates documentation and recommendations after discussion with supervising physician</td>
</tr>
</tbody>
</table>
| Identifies the importance of and responds to multiple forms of communication (e.g., in-person, electronic health record (EHR), telephone, email) | ● Responds to a page in a timely manner  
● Responds to a program-related administrative email in a timely manner |
| **Level 2** Records accurate and timely information in the patient record  | ● Provides organized and accurate documentation that supports the treatment plan and limits extraneous information  
● Uses “declines anogenital exam” instead of “refused anogenital exam” to avoid bias or stigmatized language  
● Calls primary team with urgent request for labs after reminder from supervising physician |
| Selects appropriate method of communication, with prompting                |                                                                          |
| **Level 3** Concisely documents updated, prioritized, diagnostic and therapeutic reasoning in the patient record | ● Documents complex clinical thinking and planning and is concise, but does not incorporate contingency planning  
● Calls child protective services urgently when results from follow-up skeletal survey change assessment  
● Emails patient’s hematologist with non-urgent question rather than paging hematologist on call |
| Aligns type of communication with message to be delivered (e.g., direct and indirect) based on urgency and complexity |                                                                          |
| **Level 4** Documents diagnostic and therapeutic reasoning, including anticipatory guidance | ● Documents accurate, organized, and concise assessment and recommendations; reflects complex clinical reasoning and frequently incorporates contingency planning for new findings that arise on recommended evaluation  
● Communicates effectively and proactively with collaborating physicians and multidisciplinary team about communication gaps to prevent recurrence |
| Demonstrates exemplary written and verbal communication                    |                                                                          |
| **Level 5 Models and coaches others in documenting diagnostic and therapeutic reasoning** | • Leads teams by using a range of effective tools and methods of communication that fit the context of a broad variety of clinical encounters  
  
**Coaches others in written and verbal communication** | • Designs and facilitates the improvement of systems by integrating effective communication among teams, departments, and institutions  
• Leads a team to implement consistent documentation of patient pronouns/names into EHR  

**Assessment Models or Tools** | • Case-based discussions  
• Direct observation  
• Guided self-reflection  
• Medical record (chart) audit  
• Multisource feedback  

**Curriculum Mapping** |  


The multidisciplinary team includes partner agencies, such as child protective services and law enforcement.
## Interpersonal and Communication Skills 5: Medicolegal Communications

**Overall Intent:** To effectively communicate information gathered and opinions generated during child maltreatment evaluations with multidisciplinary team members in the legal setting

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong> Discusses the role of the child abuse pediatrician in the child protective and legal systems</td>
<td>● Explains role of child abuse pediatrician during a legal proceeding as distinct from the investigative members of the multidisciplinary team</td>
</tr>
<tr>
<td><strong>Level 2</strong> Meets with attorneys, law enforcement, and/or child protective services to discuss case findings, with supervision</td>
<td>● Provides case details and assessment for two-month-old with a bruise using minimal medical jargon but relies on supervising physician to address broader differential diagnosis and clinical reasoning</td>
</tr>
<tr>
<td><strong>Level 3</strong> Independently meets with attorneys, law enforcement, and/or child protective services to discuss case findings</td>
<td>● Provides case details and assessment for two-month-old with a bruise without medical jargon and can address broader differential diagnosis and clinical reasoning independently</td>
</tr>
<tr>
<td><strong>Level 4</strong> Prepares and presents ethical testimony based on widely accepted evidence-based literature for a case proceeding (actual or mock)</td>
<td>● Uses abusive head trauma consensus statement during testimony/preparation of written reports regarding a four-month-old with intracranial hemorrhage</td>
</tr>
<tr>
<td><strong>Level 5</strong> Prepares and presents ethical testimony based on widely accepted evidence-based literature for a spectrum of complex case proceedings</td>
<td>● Develops ethical testimony to address novel alternative hypotheses</td>
</tr>
</tbody>
</table>

### Assessment Models or Tools

- Case-based discussions
- Court transcript review
- Direct observation
- Guided self-reflection
- Multisource feedback
- Simulation

### Curriculum Mapping

- 

### Notes or Resources

- Note: Focus on section for Child Abuse Pediatrics.
| The multidisciplinary team includes partner agencies, such as child protective services and law enforcement. |
# Interpersonal and Communication Skills 6: Difficult Conversations

**Overall Intent:** To effectively have difficult discussions with patients and their families/caregivers

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong> Identifies communication about diagnosis as a key element of patient evaluation</td>
<td>● Understands need to update patients’ families/caregivers directly with MRI results and how this contributes to the diagnosis</td>
</tr>
</tbody>
</table>
| **Level 2** Participates in the delivery of information about diagnosis, recommendations, and multidisciplinary team process | ● Relays MRI results to patient’s family/caregiver and begins conversation about abuse concerns and need to report, with supervising physician input  
● Provides recommendations directly to consulting team after discussion with supervising physician |
| **Level 3** Delivers information about diagnosis, recommendations, and multidisciplinary team process; acknowledges emotional responses of patients and patients’ caregivers | ● With minimal input from supervising physician, explains to the patient’s family that child abuse is the most likely diagnosis and that child protective services and law enforcement will be notified  
● Provides tissues to crying family members without addressing their emotional distress |
| **Level 4** Tailors communication of diagnosis, recommendations, multidisciplinary team process, and medical uncertainty; attends to emotional responses of patients and patients’ caregivers | ● Adjusts communication with patient’s family/caregivers based on the perceived level of understanding or emotional distress  
● Pauses when patient’s family/caregiver becomes visibly distraught and empathizes before continuing with discussion of MRI findings and diagnosis of abuse |
| **Level 5** Coaches others in the communication of difficult information about diagnosis, recommendations, and multidisciplinary team process | ● Develops a simulation module to teach communication of diagnosis of child maltreatment                                                                                                                |

**Assessment Models or Tools**
- 360 evaluations
- Case-based discussions
- Direct observation
- Guided self-reflection

**Curriculum Mapping**
- 

**Notes or Resources**
- Note: Focus on section for Child Abuse Pediatrics.
Child Abuse Pediatrics Supplemental Guide

- The multidisciplinary team includes partner agencies, such as child protective services and law enforcement.
To help programs transition to the new version of the Milestones, the ACGME has mapped the original Milestones 1.0 to the new Milestones 2.0. Indicated below are the subcompetencies that are similar between versions. These are not exact matches, but are areas that include similar elements. Not all subcompetencies map between versions. Inclusion or exclusion of any subcompetency does not change the educational value or impact on curriculum or assessment.

<table>
<thead>
<tr>
<th>Milestones 1.0</th>
<th>Milestones 2.0</th>
</tr>
</thead>
<tbody>
<tr>
<td>PC1: Provide transfer of care that ensures seamless transitions</td>
<td>SBP4: System Navigation for Patient-Centered Care – Transitions in Care</td>
</tr>
<tr>
<td>PC2: Make informed diagnostic and therapeutic decisions that result in optimal clinical judgement</td>
<td>PC1: History</td>
</tr>
<tr>
<td>PC3: Develop and carry out management plans</td>
<td>PC2: Physical Exam</td>
</tr>
<tr>
<td>PC4: Provide appropriate role modeling</td>
<td>MK2: Diagnostic Evaluation</td>
</tr>
<tr>
<td>MK1: Locate, appraise, and assimilate evidence from scientific studies related to their patients’ health problems</td>
<td>MK1: Clinical Knowledge</td>
</tr>
<tr>
<td>SBP1: Work effectively in various health care delivery settings and systems relevant to their clinical specialty</td>
<td>PBLI1: Evidence Based and Informed Practice</td>
</tr>
<tr>
<td>SBP2: Coordinate patient care within the health care system relevant to their clinical specialty</td>
<td>PC4: Organization and Prioritization of Patient Care</td>
</tr>
<tr>
<td>SBP3: Incorporate considerations of cost awareness and risk-benefit analysis in patient and/or population-based care as appropriate</td>
<td>PC5: Patient Management</td>
</tr>
<tr>
<td>SBP4: Work in inter-professional teams to enhance patient safety and improve patient care quality</td>
<td>PC5: Provides Consultative Care</td>
</tr>
<tr>
<td>SBP5: Participate in identifying system errors and implementing potential systems solutions</td>
<td>ICS1: Patient- and Family-Centered Communication</td>
</tr>
<tr>
<td></td>
<td>ICS2: Interprofessional and Team Communication</td>
</tr>
<tr>
<td></td>
<td>ICS3: Conflict Management</td>
</tr>
<tr>
<td></td>
<td>SBP1: Patient Safety</td>
</tr>
<tr>
<td></td>
<td>SBP2: Quality Improvement</td>
</tr>
<tr>
<td>SBP7: Legal Principles Related to Child Maltreatment</td>
<td></td>
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<tr>
<td>---</td>
<td></td>
</tr>
<tr>
<td>PBL1: Evidence Based and Informed Practice</td>
<td></td>
</tr>
<tr>
<td>PBL2: Reflective Practice and Commitment to Personal Growth</td>
<td></td>
</tr>
<tr>
<td>PBL1: Identifying strengths, deficiencies, and limits to one’s knowledge and expertise</td>
<td></td>
</tr>
<tr>
<td>PBL2: Systematically analyze practice using quality improvement methods, and implement changes with the goal of practice improvement</td>
<td></td>
</tr>
<tr>
<td>PBL3: Use information technology to optimize learning and care delivery</td>
<td></td>
</tr>
<tr>
<td>PBL4: Participate in the education of patients, families, students, residents, fellows, and other health professionals</td>
<td></td>
</tr>
<tr>
<td>PROF1: Professional Conduct: High standards of ethical behavior which includes maintaining appropriate professional boundaries</td>
<td></td>
</tr>
<tr>
<td>PROF2: Trustworthiness that makes colleagues feel secure when one is responsible for the care of patients</td>
<td></td>
</tr>
<tr>
<td>PROF3: Provide leadership skills that enhance team functioning, the learning environment, and/or the health care delivery system/environment with the ultimate intent of improving care of patients</td>
<td></td>
</tr>
<tr>
<td>PROF4: The capacity to accept that ambiguity is part of clinical medicine and to recognize the need for and to utilize appropriate resources in dealing with uncertainty</td>
<td></td>
</tr>
<tr>
<td>ICS1: Communicate effectively with physicians, other health professionals, and health-related agencies</td>
<td></td>
</tr>
<tr>
<td>ICS2: Work effectively as a member or leader of a health care team or other professional group</td>
<td></td>
</tr>
<tr>
<td>ICS3: Act in a consultative role to other physicians and health professionals</td>
<td></td>
</tr>
<tr>
<td>ICS4: Communication within Health Care Systems</td>
<td></td>
</tr>
<tr>
<td>PC4: Clinical Reasoning</td>
<td></td>
</tr>
<tr>
<td>PC6: Provides Consultative Care</td>
<td></td>
</tr>
<tr>
<td>ICS2: Interprofessional and Team Communication</td>
<td>ICS4: Communication within Health Care Systems</td>
</tr>
<tr>
<td>-----------------------------------------------</td>
<td>------------------------------------------------</td>
</tr>
<tr>
<td>ICS5: Medicolegal Communication</td>
<td>ICS6: Difficult Conversations</td>
</tr>
</tbody>
</table>

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Available Milestones Resources

*Milestones 2.0: Assessment, Implementation, and Clinical Competency Committees Supplement, 2021* - [https://meridian.allenpress.com/jgme/issue/13/2s](https://meridian.allenpress.com/jgme/issue/13/2s)

**Milestones Guidebooks:** [https://www.acgme.org/milestones/resources/](https://www.acgme.org/milestones/resources/)
- Assessment Guidebook
- Clinical Competency Committee Guidebook
- Clinical Competency Committee Guidebook Executive Summaries
- Implementation Guidebook
- Milestones Guidebook

**Milestones Guidebook for Residents and Fellows:** [https://www.acgme.org/residents-and-fellows/the-acgme-for-residents-and-fellows/](https://www.acgme.org/residents-and-fellows/the-acgme-for-residents-and-fellows/)
- Milestones Guidebook for Residents and Fellows
- Milestones Guidebook for Residents and Fellows Presentation
- Milestones 2.0 Guide Sheet for Residents and Fellows

**Milestones Research and Reports:** [https://www.acgme.org/milestones/research/](https://www.acgme.org/milestones/research/)
- Milestones National Report, updated each fall
- Milestones Predictive Probability Report, updated each fall
- Milestones Bibliography, updated twice each year


Assessment Tool: Direct Observation of Clinical Care (DOCC) - [https://dl.acgme.org/pages/assessment](https://dl.acgme.org/pages/assessment)

Assessment Tool: Teamwork Effectiveness Assessment Module (TEAM) - [https://team.acgme.org/](https://team.acgme.org/)


Remediation Toolkit - [https://dl.acgme.org/courses/acgme-remediation-toolkit](https://dl.acgme.org/courses/acgme-remediation-toolkit)

Learn at ACGME has several courses on Assessment and Milestones - [https://dl.acgme.org/](https://dl.acgme.org/)