# TABLE OF CONTENTS

## INTRODUCTION

III

## PATIENT CARE

1

- Emergency Preparedness and Response: Apply Skills in Emergency Preparedness and Response

1

- Policies and Plans: Develop Policies and Plans to Support Individual and Community Health Efforts

2

- Clinical Preventive Services

3

- Lifestyle Medicine

5

## MEDICAL KNOWLEDGE

6

- Environmental Health

6

- Biostatistics

8

- Epidemiology

9

- Public Health Regulations

11

- Infectious Diseases of Public Health Significance

12

## SYSTEMS-BASED PRACTICE

13

- Patient Safety and Quality Improvement

13

- System Navigation for Patient- and Population-Centered Care

15

- Physician Leadership in Health and Community Health Systems

17

## PRACTICE-BASED LEARNING AND IMPROVEMENT

19

- Evidence-Based and Informed Practice

19

- Reflective Practice and Commitment to Personal Growth

20

- Disease Outbreak and Surveillance Systems

22

## PROFESSIONALISM

24

- Professional Behavior and Ethical Principles

24

- Accountability/Conscientiousness

26

- Self-Awareness and Help-Seeking Behaviors

27

## INTERPERSONAL AND COMMUNICATION SKILLS

28

- Community- and Population-Centered Communication and Shared Decision Making

28

- Interprofessional and Team Communication

29

## MAPPING OF 1.0 TO 2.0

31

## RESOURCES

34
Milestones Supplemental Guide

This document provides additional guidance and examples for the Preventive Medicine – Public Health and General Preventive Medicine 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 on the Resources page of the Milestones section of the ACGME website.
**Patient Care 1: Emergency Preparedness and Response – Apply Skills in Emergency Preparedness and Response**

**Overall Intent:** To gain the knowledge and skills necessary to lead the preparation and response in emergency situations

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Identifies examples of public health threats that might warrant an emergency response | ● Describes examples of current public health threats  
● Discusses what emergency response may be important at a local, national, or global level |
| **Level 2** Describes how a response to a public health emergency is organized | ● Completes relevant assigned online and in-person Federal Emergency Management Agency (FEMA) courses  
● Completes first responder course online or in person through the Environmental Protection Agency (EPA) or local programs  
● Explains the organization of an emergency response at the local medical center or public health department |
| **Level 3** Plans and/or participates in an emergency preparedness event (actual or simulated) | ● Develops a residency-designated simulation, such as tabletop drill or other simulation of real events such as a pandemic, weather-related event, or terrorism  
● Participates in an exercise that occurs at a public health entity  
● Modifies existing emergency preparedness plans to fit a new exercise or actual event |
| **Level 4** Evaluates an emergency preparedness event (actual or simulated) | ● Evaluates a medical center or public health agency emergency preparedness activity  
● Designs a plan to evaluate an emergency preparedness exercise or actual event |
| **Level 5** Provides leadership during an emergency preparedness event (actual or simulated) | ● Leads the response to a natural or man-made catastrophic event  
● Develops the protocols for use during an emergency preparedness exercise of actual event  
● Serves as an emergency preparedness subject matter expert |

**Assessment Models or Tools**
- Direct observation
- Post-course examinations
- Simulation

**Curriculum Mapping**
- 

**Notes or Resources**
- **FEMA website.** [https://www.fema.gov/](https://www.fema.gov/).
### Patient Care 2: Policies and Plans – Develop Policies and Plans to Support Individual and Community Health Efforts

**Overall Intent:** To develop and implement policies for individual and community health efforts

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Identifies pertinent policies and interventions for individual patient care | ● Identifies clinic policy of screening patients for tobacco and alcohol use during each visit  
● Identifies evidence-based individual intervention plans to address obesity and physical inactivity |
| **Level 2** Describes how policies and plans are developed and implemented to support the health of individuals and communities | ● Gives an advocacy presentation describing the process necessary to pass and implement a city ordinance related to drowning prevention or e-cigarette policies  
● Describe how a health system has developed policies and implemented programs to address obesity and physical inactivity |
| **Level 3** Applies policies and plans for disease prevention and health promotion to individuals and/or communities | ● Rotates in a childhood obesity clinic as a medical provider and participates in the community-based childhood obesity prevention program  
● Participate in the planning and implementation of screening for physical inactivity and exercise prescriptions in a primary care clinic |
| **Level 4** Evaluates policies and plans for disease prevention and health promotion that have been applied to individuals and/or communities | ● Evaluates a local YMCA diabetes prevention program and makes recommendations for modifications for the next launch of the program to increase recruitment and retention of the target population  
● Evaluate a clinic weight reduction program and make recommendations for modifications of the program to increase recruitment and retention of the target population |
| **Level 5** Develops and/or implements policies or plans to improve community health | ● Develops a policy that is implemented within a non-government organization serving a population  
● Plays an integral role in the implementation of an approved policy by the community outreach division within a health system  
● Develops a health program that is used by a local health department for the community |

**Assessment Models or Tools**

- Direct observation  
- Presentation given  
- Rotation evaluation  
- Evaluation of written policy

**Curriculum Mapping**

- Centers for Disease Control (CDC) website, [www.cdc.gov](http://www.cdc.gov)  
- Local and state community health improvement plans (CHIPs)  
- Local and state community health assessments
# Patient Care 3: Clinical and Community Preventive Services

**Overall Intent:** To identify, evaluate, and apply appropriate clinical preventive services for individuals and populations

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong> Locates and appraises evidence about a clinical preventive service for an individual patient</td>
<td>● Looks up a clinical question using the Patient/Population, Intervention, Control/Comparison and Outcomes (PICO) format and applies a relevant article to patient care</td>
</tr>
<tr>
<td>Recognizes distinctions between population and individual health services</td>
<td>● Considers US Preventive Services Task Force (USPSTF) individual recommendations for an individual patient, distinguishing patient variability</td>
</tr>
<tr>
<td></td>
<td>● Reviews Community Guide recommendations for a population health service</td>
</tr>
<tr>
<td><strong>Level 2</strong> Discusses the strengths and weaknesses of an individual study relevant to a clinical preventive service</td>
<td>● Lists strengths and weaknesses of an article using evidence-based medicine criteria to discuss a clinical preventive service</td>
</tr>
<tr>
<td>Describes the usefulness and value of population-based health services in meeting the needs of target populations</td>
<td>● Describes usefulness and value in screening for burnout in residents</td>
</tr>
<tr>
<td></td>
<td>● Describes usefulness and value in screening for hearing loss in certain worker populations</td>
</tr>
<tr>
<td></td>
<td>● Identifies Community Guide interventions one can implement for their community or population</td>
</tr>
<tr>
<td><strong>Level 3</strong> Examines the quality and strength of evidence of a clinical preventive service</td>
<td>● Describes the strength of evidence for a current or proposed clinical preventive service under public comment and coordinates a response to the USPSTF</td>
</tr>
<tr>
<td>Assesses evidence for population-based health services</td>
<td>● Examines a journal article on the benefits of a specific screening</td>
</tr>
<tr>
<td></td>
<td>● Assesses the strength of evidence for water fluoridation, lead screening in children, or genetic testing for newborns</td>
</tr>
<tr>
<td><strong>Level 4</strong> Participates in the analysis of a guideline to address a clinical preventive service</td>
<td>● Participates in the development of a USPSTF guideline while at Agency for Healthcare Research and Quality (AHRQ) rotation</td>
</tr>
<tr>
<td>Uses established performance criteria to evaluate a population-based health service, to include identifying barriers to services and strategies for improvement</td>
<td>● Reviews childhood prevention program data to identify gaps or inequities in screening and identify strategies to improve screening rates</td>
</tr>
<tr>
<td><strong>Level 5</strong> Evaluates the implementation of an evidence-based guideline to address a clinical preventive service and identifies barriers and proposes solutions to improving system-level adherence</td>
<td>● Observes a USPSTF committee</td>
</tr>
<tr>
<td></td>
<td>● Reviews draft USPSTF draft recommendations and prepares comments</td>
</tr>
</tbody>
</table>
| Develops program goals and/or performance criteria to evaluate a population-based health service for strategic or operational improvements | Develops program goals for a lead screening program in children and evaluates the performance of the program  
Evaluates a lead screening program |
|---|---|
| Assessment Models or Tools | ● Direct observation  
● Rotation evaluation  
● Guideline or program or evaluation  
● Authorship on a USPSTF on a guideline/published paper |
| Curriculum Mapping |  
Notes or Resources |  
● USPSTF app. [https://www.uspreventiveservicestaskforce.org/apps/](https://www.uspreventiveservicestaskforce.org/apps/)  
● USPSTF website. [https://uspreventiveservicestaskforce.org/uspstf/home](https://uspreventiveservicestaskforce.org/uspstf/home)  
● Community Guide website: [https://www.thecommunityguide.org/](https://www.thecommunityguide.org/) |
## Patient Care 4: Lifestyle Medicine

**Overall Intent:** To develop, implement, and evaluate evidence-based, lifestyle management plans for individuals and populations

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong> Lists modifiable and non-modifiable risk factors associated with the development of prevalent chronic conditions</td>
<td>● Reviews an oral or written presentation of the modifiable and non-modifiable risk factors associated with the development of type II diabetes</td>
</tr>
<tr>
<td><strong>Level 2</strong> Identifies evidence of utilizing lifestyle interventions that reduce the risk of developing, or to mitigate the effects of, prevalent chronic conditions</td>
<td>● Reviews in an oral or written presentation of the evidence for individual clinical or community-based preventive services for the development or mitigation of diabetes</td>
</tr>
<tr>
<td><strong>Level 3</strong> Recommends lifestyle interventions to mitigate and treat prevalent chronic conditions in individuals</td>
<td>● Develops an individual, evidence-based, lifestyle management plan for patients with pre-diabetes or diabetes</td>
</tr>
<tr>
<td><strong>Level 4</strong> Evaluates or develops a plan for management of lifestyle factors associated with prevalent chronic conditions at the population or community level</td>
<td>● Develops a population/community, evidence-based, lifestyle management plan for people at high risk or diagnosed diabetes</td>
</tr>
<tr>
<td><strong>Level 5</strong> Implements and evaluates a population-based strategy for an evidence-based lifestyle program or policy that mitigates prevalent chronic conditions at the population or community level</td>
<td>● Participates in the implementation and evaluation of the diabetes prevention program for a primary care clinic, health system, or county</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Assessment Models or Tools</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Direct observation</td>
</tr>
<tr>
<td>● E-module multiple choice tests</td>
</tr>
<tr>
<td>● Medical record (chart) audit</td>
</tr>
<tr>
<td>● Multisource feedback</td>
</tr>
<tr>
<td>● Presentation evaluation</td>
</tr>
<tr>
<td>● Reflection</td>
</tr>
<tr>
<td>● Simulation</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Curriculum Mapping</th>
</tr>
</thead>
<tbody>
<tr>
<td>●</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Notes or Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Although these examples are diabetes-related, all chronic disease could be considered</td>
</tr>
<tr>
<td>● USPSTF. <a href="https://www.uspreventiveservicestaskforce.org">https://www.uspreventiveservicestaskforce.org</a></td>
</tr>
</tbody>
</table>
## Medical Knowledge 1: Environmental Health

**Overall Intent:** To apply prevention principles to potential environmental hazards

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Identifies common illnesses that may be caused or influenced by exposure to environmental hazards | ● Defines what hazards may impact food, air, or water quality  
● Describes the routes of exposures that may occur and how this may differ in vulnerable populations  
● Recognizes common illnesses that may be caused by exposures to radiation, noise, or other physical hazards |
| Identifies major classes of environmental hazards and their routes of human exposure |                                                                                                                                  |
| **Level 2** Identifies the components of an environmental exposure history | ● Selects the important elements of an exposure history for populations exposed to environmental hazards  
● Describes the importance of dose/response in an environmental exposure  
● Describes the implications of poor air or water quality to populations |
| Describes situations that warrant an environmental risk assessment |                                                                                                                                  |
| **Level 3** Takes a complete environmental exposure history, including individual factors that impact susceptibility to environmental hazards | ● Participates in taking environmental exposure histories at an occupational health clinic, taking into account variations for specific agents and individual patients  
● Uses the results of an environmental risk assessment to communicate to patients about risk and management |
| Identifies the steps in an environmental risk assessment and describes how the results are used to manage and communicate risk |                                                                                                                                  |
| **Level 4** Recommends methods for reducing or eliminating exposure to environmental hazards and methods for addressing the health effects resulting from these exposures | ● Works with an environmental health group and the public health department to plan treatment protocols for populations or patients who are impacted by exposures to an environmental hazard, such as noise, air pollution, or water contamination  
● Completes an environmental risk assessment that may involve food, air, water, or other hazard exposures for a population specific community  
● Designs a community-level risk management plan for an environmental hazard such as in sanitation, wastewater management, vector control, climate change, or food safety |
| Conducts a population-level environmental risk assessment (actual or simulated) |                                                                                                                                  |
| **Level 5** Evaluates and interprets the results of individual and/or population-level environmental monitoring | ● Leads the design of a complex environmental risk assessment  
● Recommends policy changes to local or national regulatory agencies, serving as a subject matter expert  
● Presents research or scholarship in environmental health at a regional or national meeting |
| Makes policy recommendations based on the results of an environmental risk assessment |                                                                                                                                  |
| **Assessment Models or Tools** | ● Direct observation  
● Medical record (chart) audit |
| Curriculum Mapping | • Multisource feedback  
|                     | • Presentation evaluation  
|                     | • Reflection  
|                     | • Simulation  
## Medical Knowledge 2: Biostatistics

**Overall Intent:** To gain and apply knowledge of biostatistics

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1 Recognizes common statistical concepts and tests**               | ● Describes qualitative and quantitative data, defines types of variables, and describes frequency distributions  
● Describes methods to determine sample size, power, and randomization by data type |
| **Level 2 Identifies statistical test(s) for a given research question and data set** | ● Differentiates the different types of data (e.g., continuous, ordinal, dichotomous and nominal)  
● Understands statistical inference, testing hypothesis, and test of statistical significance  
● Analyzes a journal article and presents at journal club using evidence-based literature strategies |
| **Level 3 Performs data analyses using various statistical methods**        | ● Selects appropriate methods for analyzing data  
● Analyze the relationship between two variables using appropriate test for continuous ordinal, dichotomous, and nominal data sets |
| **Level 4 Interprets the statistical and clinical significance of a data set and evaluates the generalizability of the results to a population** | ● Analyzes qualitative and/or quantitative data to address clinical and/or population issues  
● Interprets scientific literature using biostatistical and epidemiological principles (e.g., statistical significance, confidence intervals, bias, confounding, and causal inference) in the context of the development of a poster presentation or publication |
| **Level 5 Analyzes and interprets large data sets using complex statistical methods and submits the results for publication or presentation** | ● Independently develops a study design, data collection, and appropriate statistical methods and executes study and post-study analysis to address clinical or public health scenarios  
● Uses complex statistical methods such as multiple linear regression or logistic regression |

**Assessment Models or Tools**

- Evidence-based literature review training  
- Journal club  
- Research project

**Curriculum Mapping**

- Some programs may choose to use specific grades in master’s degrees in public health (MPH) courses, such as Introductory and Advanced Biostatistics  
<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Identifies sources of data and common measures for descriptive epidemiology | • Identifies different sources of data to describe the distribution of a disease in a given population  
  
  *Describes the basic types of research studies*  
  
  *Describes the natural history of disease and relevance to primary, secondary, and tertiary prevention*  
  
  • Reads a published research study and identifies whether the study was observational or experimental as well as the specific type of design  
  
  • Analyzes patient cases to determine stage in the natural history of disease, and based upon this assessment recommend primary, secondary, or tertiary prevention strategies |
| **Level 2** Defines basic measures of disease frequency and excess risk | • Identifies the type of data needed to calculate incidence rates, prevalence rates, mortality rates, relative risk, and attributable risk, number needed to treat, confidence intervals, sensitivity, specificity, positive predictive value, and negative predictive value  
  
  *Compares and contrasts commonly used study designs*  
  
  *Identifies criteria for effective screening tests*  
  
  • Compares and contrasts the strengths and weaknesses of study designs used in different publications  
  
  • Understands the basic parameters for assessing the need for and feasibility of a screening program (e.g., morbidity of a disease, characteristics of screening tests, accuracy and cost of effective treatments, program cost, population served, and community resources available) |
| **Level 3** Calculates measures of disease frequency and excess risk for a specified disease or condition | • When provided with the appropriate data, can calculate incidence rates, prevalence rates, mortality rates, relative risk, and attributable risk  
  
  *Critiques epidemiologic studies, including assessing external and internal validity and distinguishing between association and causation*  
  
  *Assesses the validity and reliability of individual screening tests*  
  
  • Interprets findings from published studies including assumptions made, generalizability, potential biases, and implications for prevention  
  
  • When provided with the appropriate data, can calculate the sensitivity and specificity of a specific screening test |
| **Level 4** Uses data to characterize the health of a local population and compares it with that of other populations | • Creates heat maps illustrating the geographic distribution of a particular disease, including variations by age, gender and race and socioeconomic status |
| Participates in epidemiological research, including evaluating and interpreting results | ● Conducts a secondary analysis of an association between diet and health outcomes  
● Uses evidence about individual screening tests, interventions, and harms to weigh the potential benefits and harms of screening programs  
● Provides detailed feedback on a proposed USPSTF screening guideline in the public comment stage  
● Writes an advocacy letter to the state legislature summarizing evidence for or against a proposed screening program  
● Provides expert opinion on the benefits and harms of screening programs |
|---|---|
| Level 5 Teaches use of data to characterize the health of a population and compare it with that of other populations  
Independently designs and conducts epidemiologic research  
Provides expert opinion on the benefits and harms of screening programs | ● Teaches a course on epidemiology  
● Teaches the fundamentals of population-based health  
● Obtains research funding to conduct a study that analyzes the impact of a preventive intervention  
● Shares expertise at a meeting of the USPSTF  
● Provides expert opinion at a county meeting for implementing new syphilis screenings the county proposes to implement |
| Assessment Models or Tools | ● Evidence-based literature review training  
● Journal club presentation  
● Research projects |
| Curriculum Mapping | ● |
| Notes or Resources | ● Some programs may choose to use specific grades in MPH courses, such as Introduction and Advanced Epidemiology  
# Medical Knowledge 4: Public Health Regulations

## Overall Intent:
To develop and interpret public health regulations

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Identifies examples of public health regulatory agencies | ● Identifies food safety regulatory agencies at different levels of government:  
  o Federal: Food and Drug Administration (FDA), US Department of Agriculture (USDA), Environmental Protection Agency (EPA)  
  o State: state public health department, state department of agriculture  
  o Local: local health department  
  ● Identifies drinking water quality regulatory agencies at the federal level and their roles (e.g., EPA regulates public drinking water; FDA regulates bottled drinking water)  
  ● Identifies air quality regulatory agencies at various levels at different levels of government (e.g., Federal level is the EPA; state and local have their own air pollution control agencies) |
| **Level 2** Describes the regulatory requirements for a specific public health topic | ● Describes food safety regulatory requirements at a restaurant, including temperature and storage, personal hygiene, use of licensed sources, and maintenance of pest control |
| **Level 3** Interprets regulatory requirements as applied to individuals and/or populations | ● During a restaurant inspection with a local health inspector, determines whether the restaurant is in compliance with relevant food safety regulatory standards around temperature, storage, personal hygiene, use of licensed sources, and pest control |
| **Level 4** Develops or modifies a public health policy based upon regulatory requirements or public health laws (actual or simulated) | ● Assists in writing a policy on food trucks  
  ● Completes a simulation exercise in writing a food policy for food trucks  
  ● Assists in developing a local or state regulation on vaccine mandates |
| **Level 5** Contributes to the development or modification of a proposed regulatory requirement or public health law | ● Working with external and internal partners, develops the rules and regulations for the licensure and operation of a food truck |

### Assessment Models or Tools

- Direct observation
- Feedback or evaluation from a health inspector
- Policies implemented
- Written policy or regulation

### Curriculum Mapping

- Notes or Resources
## Medical Knowledge 5: Infectious Diseases of Public Health Significance

**Overall Intent:** To participate in the development and implementation of prevention and treatment strategies for infectious diseases of public health significance

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong> Describes common methods for preventing the transmission of infectious diseases</td>
<td>• Discusses the common methods for preventing spread of influenza in individuals and populations</td>
</tr>
<tr>
<td><strong>Level 2</strong> Discusses aspects of disease and common environmental, health, and behavioral risk factors associated with infectious diseases of public health significance</td>
<td>• Discusses the common environmental, health, and behavioral risk factors associated with influenza epidemics and pandemics</td>
</tr>
<tr>
<td><strong>Level 3</strong> Describes the epidemiology, risk factors, prevention strategies, diagnosis, and treatment for infectious diseases of public health significance</td>
<td>• Reviews the epidemiology, risk factors, prevention strategies, diagnosis, and treatment of an influenza epidemic</td>
</tr>
</tbody>
</table>
| **Level 4** Applies knowledge of the epidemiology, risk factors, prevention strategies, diagnosis, and treatment for infectious diseases of public health significance to the individual or population-level | • Participates in the implementation of prevention strategies and treatment efforts for seasonal influenza at the level of a local health system or county  
  • Participates in a vaccine clinic to vaccinate individuals against communicable diseases, including discussing the individual’s risks and benefits of vaccination |
| **Level 5** Designs a plan for the prevention, diagnosis, and treatment of an infectious disease of public health significance at the population level | • Plays an integral role in the development of a plan to prevent, diagnose, and treat a seasonal influenza epidemic or pandemic for a health system or county |

**Assessment Models or Tools**

- Direct observation
- E-module multiple choice tests
- Multisource feedback
- Presentation evaluation (oral or written)
- Reflection
- Simulation

**Curriculum Mapping**

- 

**Notes or Resources**

- Although these examples refer to influenza, other infectious disease could be considered
### Systems-Based Practice 1: Patient Safety and Quality Improvement (QI)

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

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Lists common patient safety events and describes how to report patient safety events | ● Lists patient misidentification or medication errors as common patient safety events  
Discusses basic quality improvement methodologies and metrics  
● Identifies quality improvement tools such as fishbone diagram, histograms, Pareto charts, control charts, and checklists |
| **Level 2** Identifies system factors that lead to patient safety events  
Describes quality improvement initiatives | ● Identifies that a lack of hand sanitizer dispenser at each clinical exam room may lead to increased infection rates  
● Summarizes protocols resulting in decreased spread of hospital acquired C. diff or decreased needlestick injuries in the public health clinic |
| **Level 3** Participates in a root cause analysis (actual or simulated)  
Participates in local quality improvement initiatives | ● Preparing for morbidity and mortality presentations  
● Participates in a root cause analysis using the Five Whys method or fishbone diagram method of finding the root cause of an event  
● Performs a patient safety report  
● Participates in projects identifying root cause of rooming inefficiency in the outpatient setting  
● Participates in community organization-based quality projects focused on areas such as improved needle exchange |
| **Level 4** Conducts analysis of patient safety events and offers error prevention strategies (actual or simulated)  
Demonstrates the skills required to identify, develop, implement, and analyze a quality improvement project | ● Collaborates with a team to conduct the analysis of a vaccine administration errors and can effectively communicate with patients/families about those events  
● Participates in the completion of a QI project to improve human papilloma virus (HPV) vaccination rates within the practice, including assessing the problem, articulating a broad goal, developing a SMART (Specific, Measurable, Attainable, Relevant, Time-bound) objective plan, and monitoring progress and challenges |
| **Level 5** Actively modifies systems to prevent patient safety events  
Leads the conduct and implementation of a quality improvement project | ● Assumes a leadership role at the departmental or institutional level for patient safety  
● Initiates and completes a QI project to improve county HPV vaccination rates in collaboration with the county health department and shares results with stakeholders |

**Assessment Models or Tools**  
● Direct observation
<table>
<thead>
<tr>
<th>Curriculum Mapping</th>
<th>Notes or Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>●</td>
<td>● Institute of Healthcare Improvement (IHI). <a href="http://www.ihi.org/Pages/default.aspx">http://www.ihi.org/Pages/default.aspx</a></td>
</tr>
<tr>
<td></td>
<td>○ This site includes multiple choice tests, reflective writing samples, and more</td>
</tr>
</tbody>
</table>
### Systems-Based Practice 2: System Navigation for Patient- and Population-Centered Care

**Overall Intent:** To effectively navigate the public health or health care system, including the interdisciplinary team and other care providers; 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>
<tbody>
<tr>
<td><strong>Level 1</strong> Lists examples of care coordination in a health care system</td>
<td>• For an inpatient discharge, coordinates with primary care physician, home health nurse, and social workers as members of the team</td>
</tr>
<tr>
<td>Recognizes population and community health needs and inequities</td>
<td>• Identifies patients in rural areas may have different needs than urban patients</td>
</tr>
<tr>
<td><strong>Level 2</strong> Demonstrates coordination of care of patients in routine clinical situations, effectively using the roles of interprofessional team members and care settings</td>
<td>• Coordinates with the clinic interprofessional team to refer patients to prevention screening such as mammograms</td>
</tr>
<tr>
<td>Identifies specific population and community health needs and inequities for the local population</td>
<td>• Identifies that limited transportation options may be a factor in patients getting to multiple chemotherapy, physical therapy, or counseling appointments</td>
</tr>
<tr>
<td></td>
<td>• Works with a community organization to initiate or improve tobacco cessation or vaccination programs</td>
</tr>
<tr>
<td><strong>Level 3</strong> Demonstrates coordination of care of patients in complex clinical situations, effectively using the roles of interprofessional team members</td>
<td>• Works with the social worker to coordinate care for a homeless patient that will ensure follow-up to a substance use disorder clinic after discharge from the hospital</td>
</tr>
<tr>
<td>Uses local resources effectively address the health needs and inequities of a patient population and community</td>
<td>• Refers patients to a local pharmacy which provides a sliding fee scale option</td>
</tr>
<tr>
<td></td>
<td>• Prints pharmacy coupons for patients in need</td>
</tr>
<tr>
<td></td>
<td>• Connects patients to a community garden and/or food pantry</td>
</tr>
<tr>
<td></td>
<td>• Helps a senior enroll in Silver Sneakers program</td>
</tr>
<tr>
<td><strong>Level 4</strong> Models effective coordination of patient- and population-centered care among different disciplines and specialties/settings</td>
<td>• Leads team members in approaching consultants to review cases/recommendations.</td>
</tr>
<tr>
<td>Participates in changing and adapting practice to provide for the health needs and inequities experienced by specific populations</td>
<td>• Leads public health team members in setting up vaccination clinics in underserved communities</td>
</tr>
<tr>
<td></td>
<td>• Assists to design community screening program for diabetes prevention</td>
</tr>
<tr>
<td></td>
<td>• Assists in designing protocols for prescribing naloxone to patients at risk of opioid use disorders</td>
</tr>
<tr>
<td><strong>Level 5</strong> Analyzes the process of care coordination and leads in the design and implementation of improvements</td>
<td>• Leads a program to arrange for team home visits to newborns at high risk for infant mortality</td>
</tr>
<tr>
<td>Leads innovations and advocates for populations and communities with health needs and inequities</td>
<td>● Leads development of telehealth behavioral health services for a rural site</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
</tr>
</tbody>
</table>
| Assessment Models or Tools | ● Direct observation  
● Medical record (chart) audit  
● OSCE  
● Multisource feedback  
● Quality metrics and goals mined from electronic health records (EHRs)  
● Review of sign-out tools, use and review of checklists |
| Curriculum Mapping | ● |
| Notes or Resources | ● Population health training in place program. CDC. [https://www.cdc.gov/pophealthtraining/whatis.html](https://www.cdc.gov/pophealthtraining/whatis.html).  
## Systems-Based Practice 3: Physician Leadership in Health Care and Community Health Systems

**Overall Intent:** To understand the physician’s role in the health care or public health system and how to optimize the system to improve individual and community health outcomes

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Identifies key components of the health care system | • Articulates differences between public health and clinical care system  
• Lists a variety of agencies in the local community that address childhood obesity  
• Creates a community resource guide of agencies to help patients with obesity |
| Identifies key agencies involved in community health efforts |  |
| **Level 2** Describes how components of a health care system are inter-related, and how they impact patient and/or population/stakeholder care | • Explains the interrelationship of the components of the IHI Triple Aim |
| Describes the interactions between agencies and how these impact the overall health of the community | • Explains the logistics of collaboration between two agencies for an obesity prevention initiative  
• Reporting infectious diseases to the county health department |
| **Level 3** Discusses how individual practice affects the broader system | • Participates in a QI project that ensures that patients with chronic obstructive pulmonary disease (COPD) have a scheduled follow-up appointment at discharge within seven days to reduce risk of readmission  
• Discusses how, during a syphilis outbreak, the county health department collaborates with the local health care centers and hospitals in educating providers, reporting, and screening |
| Discusses how each agency impacts the broader goal of a healthy community |  |
| **Level 4** Navigates components of the complex health care system to promote efficient and effective patient and/or population/stakeholder care | • For positive lung cancer screening, ensures appropriate referrals for medical care and social needs |
| Participates in a community needs assessment to identify and improve the overall health of a community (actual or simulated) | • Completes a windshield or walking survey for a community needs assessment to address childhood obesity  
• Completes the qualitative data analysis for stakeholder interviews conducted for a community needs assessment  
• Conducts interviews with stakeholders for a community needs assessment |
<p>| <strong>Level 5</strong> Leads health care systems change that enhances high-value, efficient, and effective patient care | • Leads community or professional organizations efforts to advocate for a no-smoking ordinances |</p>
<table>
<thead>
<tr>
<th>Leads a community needs assessment to identify and improve the overall health of a community</th>
<th>Leads an advocacy campaign for healthier food options in a food desert to address childhood obesity</th>
</tr>
</thead>
</table>
| Assessment Models or Tools | Direct observation  
Medical record (chart) audit  
Patient satisfaction data  
Portfolio |
| Curriculum Mapping | |
IHI. The triple aim. [http://www.ihi.org/Engage/Initiatives/TripleAim/Pages/default.aspx](http://www.ihi.org/Engage/Initiatives/TripleAim/Pages/default.aspx)  
## Practice-Based Learning and Improvement 1: Evidence-Based and Informed Practice

**Overall Intent:** To incorporate evidence and population values into clinical practice

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1 Recognizes the need for evidence in decision-making to care for a routine patient, situation, or public health problem</strong></td>
<td>Communicate evidence-based guidelines for osteoporosis screening and treatment to patients and incorporates patient’s preferences and values into the decision-making process</td>
</tr>
<tr>
<td><strong>Level 2 Identifies evidence and elicits patient or population preferences and values to guide a patient or population intervention</strong></td>
<td>In a population with hyperlipidemia, identifies and discusses potential evidence-based treatment options, and solicits perspective from the community</td>
</tr>
<tr>
<td></td>
<td>Identifies USPSTF guidelines</td>
</tr>
<tr>
<td><strong>Level 3 Applies the best available evidence, integrated with patient or population preferences and values</strong></td>
<td>Shares knowledge and obtains patient feedback about treatment of metabolic syndrome</td>
</tr>
<tr>
<td></td>
<td>Modifies treatment based on patient feedback</td>
</tr>
<tr>
<td></td>
<td>Interprets evidence-based guidelines for osteoporosis screening at USPSTF website for a specific patient or population</td>
</tr>
<tr>
<td><strong>Level 4 Critically appraises and applies evidence, even in the face of uncertainty and conflicting evidence, to guide care tailored to an individual or population</strong></td>
<td>Makes a recommendation regarding whether to adopt a new screening tool based on current evidence for and against</td>
</tr>
<tr>
<td></td>
<td>Accesses the primary literature to identify alternative treatments to statins for hyperlipidemia</td>
</tr>
<tr>
<td></td>
<td>Works with a team to develop criteria for population-based policies to prevent hypertension</td>
</tr>
<tr>
<td><strong>Level 5 Trains others to critically appraise and apply evidence to complex situations</strong></td>
<td>Leads clinical teaching on understanding and applying USPSTF guidelines</td>
</tr>
</tbody>
</table>

### Assessment Models or Tools
- Direct observation
- Presentation evaluation
- Oral or written examinations
- Research portfolio

### Curriculum Mapping
- 

### Notes or Resources
### Practice-Based Learning and Improvement 2: Reflective Practice and Commitment to Personal Growth

**Overall Intent:** To seek clinical performance information with the intent to improve care; reflect on all domains of practice, personal interactions, and behaviors, and their impact on colleagues and patients (reflective mindfulness); develop clear objectives and goals for improvement via a learning plan.

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1 Establishes goals for personal and professional development</strong></td>
<td>● Sets a personal practice goal of documenting use of the USPSTF recommendations for clinical preventive services and clinical shared decision making with patients</td>
</tr>
<tr>
<td>Actively seeks opportunities to improve</td>
<td>● Asks for feedback from patients, families, and patient care team members</td>
</tr>
<tr>
<td><strong>Level 2 Demonstrates openness to feedback and other input to inform goals</strong></td>
<td>● Integrates feedback to adjust the documentation of the USPSTF recommendations for clinical preventive services and clinical shared decision making with patients</td>
</tr>
<tr>
<td>Designs and implements a learning plan, with prompting</td>
<td>● When prompted, develops an individual education plan to improve their evaluation of clinical preventive services</td>
</tr>
<tr>
<td><strong>Level 3 Analyzes, reflects on, and institutes behavioral change(s) to narrow the gap(s) between expectations and actual performance</strong></td>
<td>● Completes a chart audit to determine the percentage of patients appropriately referred for evidence-based clinical preventive services</td>
</tr>
<tr>
<td>Independently creates and implements a learning plan</td>
<td>● Independently develops a strategy to address knowledge gaps identified in the in-service exam</td>
</tr>
<tr>
<td></td>
<td>● Using web-based resources, creates a personal curriculum to improve motivational interviewing skills in shared decision making for clinical preventive services</td>
</tr>
<tr>
<td><strong>Level 4 Intentionally seeks feedback consistently, with adaptability and humility</strong></td>
<td>● Completes a quarterly chart audit to ensure documentation of patients appropriately referred for evidence-based clinical preventive services</td>
</tr>
<tr>
<td>Uses feedback to measure the effectiveness of the learning plan and, when necessary, improves it</td>
<td>● Considers evaluation results from rotation evaluators and regularly seeks more specific feedback to improve practice behaviors</td>
</tr>
<tr>
<td></td>
<td>● Uses feedback from chart audits of one’s own documentation to improve the quality of evidence-based clinical preventive services provided</td>
</tr>
<tr>
<td><strong>Level 5 Role models consistently seeking feedback with adaptability and humility</strong></td>
<td>● Models practice improvement and adaptability to more junior residents</td>
</tr>
<tr>
<td>Facilitates the design and implementation of learning plans for others</td>
<td>● Completes and implements practice improvement initiatives based upon feedback</td>
</tr>
<tr>
<td></td>
<td>● Helps first-year residents develop their individualized learning plans</td>
</tr>
</tbody>
</table>

**Assessment Models or Tools**

| ● Direct observation |
| ● Review of learning plan |

**Curriculum Mapping**

| ● |
**Note: Contains a validated questionnaire about physician lifelong learning.**  

## Practice-Based Learning and Improvement 3: Disease Outbreak and Surveillance Systems

**Overall Intent:** To participate and lead in the planning and implementation of a cluster/outbreak investigation or exercise

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Discusses common causes of disease clusters and outbreaks      | • Identifies examples of respiratory pathogens that contribute to disease clusters and outbreaks  
  Recognizes the need to report selected diseases to public health authorities and describes the need for surveillance systems in a variety of settings  
  • Describes modes of transmission of communicable diseases and countermeasures to transmission  
  • Describes various population countermeasures to transmission of communicable diseases such as quarantine and isolation  
  • Discusses the needs and roles of various entities (public health agencies, hospitals, clinics, nursing homes) in the identification, reporting, and control of communicable diseases  
  • Discusses the list of reportable conditions, how they vary by state, the reporting process, the role of the state epidemiologists and the CDC’s National Notifiable Diseases Surveillance System |
| **Level 2** Describes the steps of a cluster or outbreak investigation      | • Presents a detailed approach to investigating a foodborne illness in a college dormitory, including case definition, personal and clinical data collection, laboratory testing, hypothesis testing, countermeasures, and risk communication  
  Identifies and summarizes commonly used surveillance systems  
  • Identifies how to approach an assessment when presented with a concern about the presence of a cancer cluster  
  • Describes the features of common surveillance systems such as the National Notifiable Diseases Surveillance System, Behavioral Risk Factor Surveillance System, and/or the National Syndromic Surveillance Program |
| **Level 3** Analyzes an outbreak, assessing for steps taken, mitigation strategies, results, and areas for improvement in the approach | • Analyzes and critiques a recent, publicly reported outbreak investigation, (e.g., using a Morbidity and Mortality Weekly Report article), and assesses if the appropriate steps were taken  
  Lists the challenges in designing and maintaining a surveillance system  
  • Describes how to develop a syndromic surveillance program, including its purposes, components, data sources, maintenance, dissemination, strengths, and weaknesses |
| **Level 4** Participates in the planning and implementation of a cluster/outbreak investigation (actual or simulated) | • Participates in a team-based exercise on how to plan and implement an influenza outbreak investigation in a nursing home  
  • Creates an outbreak response plan that may be used for an organization’s exercise |
**Preventive Medicine – Public Health and General Preventive Medicine Supplemental Guide**

| Analyzes surveillance data to identify appropriate targets for individual, community, and/or systems interventions and to evaluate the quality of the system | ● Analyzes respiratory pathogen surveillance data for a school and evaluates the effectiveness of interventions to minimize transmission (e.g., clinical testing, vaccination, isolation, quarantines, use of personal protective equipment)  
● Participates in a QI project evaluating surveillance data and implemented interventions |
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 5</strong> Leads a team to investigate and manage an outbreak, including supervision of staff members, assignment of roles, program design, monitoring of effectiveness, etc.</td>
<td>● Leads a team-based exercise on how to plan and implement an influenza outbreak investigation in a college dormitory</td>
</tr>
<tr>
<td>Independently designs and implements a new surveillance system</td>
<td>● Designs and implements a respiratory pathogen surveillance system for a prison</td>
</tr>
</tbody>
</table>

**Assessment Models or Tools**

| ● Direct observation  
● Presentation evaluation  
● Oral or written examinations |

**Curriculum Mapping**

| ● |

**Notes or Resources**

● *Salmonella* in the Caribbean outbreak simulation: [https://www.cdc.gov/training/SIC_CaseStudy/page2.html. Accessed 2021.](https://www.cdc.gov/training/SIC_CaseStudy/page2.html)  
● Case studies from the CDC: [https://www.cdc.gov/training/epicasestudies/classroom.html. Accessed 2021.](https://www.cdc.gov/training/epicasestudies/classroom.html)  

---

23
### Professionalism 1: Professional Behavior and Ethical Principles

**Overall Intent:** To recognize and address lapses in ethical and professional behavior, demonstrates ethical and professional behaviors, and use appropriate resources for managing ethical and professional dilemmas

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong> Identifies potential triggers for and reporting of professionalism lapses</td>
<td>• Identifies that being tired can cause a lapse in professionalism • Articulates how the principle of “do no harm” applies to a patient who may not need a procedure even though the training opportunity exists</td>
</tr>
<tr>
<td>Defines the ethical principles underlying informed consent, surrogate decision-making, advance directives, privacy and confidentiality, error disclosure, stewardship of limited resources, and related topics</td>
<td></td>
</tr>
</tbody>
</table>
| **Level 2** Demonstrates insight into professional behavior in routine situations | • Respectfully approaches a co-resident who is late to clinic about the importance of being on time  
• Identifies and applies ethical principles involved in informed consent when the resident is unclear of all the risks |                                                                                                                                                                                                          |
| Analyzes straightforward situations using ethical principles               |                                                                                                                                                                                                          |
| **Level 3** Demonstrates professional behavior in complex or stressful situations | • Maintains a professional approach when responding to patients who refuse vaccinations for vaccine-preventable diseases  
• When offered authorship of a poster or paper that they did not contribute significantly to, declines the offer  
• Offers treatment options for multiple comorbidities, free of bias, while recognizing own limitations, and consistently honoring the patient’s choice  
• Demonstrates an ethical approach to research and other scholarly activity |                                                                                                                                                                                                          |
| Uses appropriate resources for managing ethical dilemmas                   |                                                                                                                                                                                                          |
| **Level 4** Intervenes to prevent or mitigate lapses in professional behavior of oneself and others | • Identifies burnout or substance misuse in self and/or colleague and discusses with appropriate faculty member(s)  
• Models respect for patients and promotes the same from colleagues  
• Uses ethics consults, literature, risk-management/legal counsel to resolve ethical dilemmas |                                                                                                                                                                                                          |
| Develops an approach to manage and resolve complex ethical situations       |                                                                                                                                                                                                          |
| **Level 5** Coaches others when their behavior fails to meet professional expectations | • Creates a performance improvement plan to prevent recurrence when behavior fails to meet professional expectations  
• Serves an integral role on an ethics taskforce for decision making related to rollout of a limited resource |                                                                                                                                                                                                          |
| Implements system-level factors to improve ethical behavior in health care professionals |                                                                                                                                                                                                          |
| Assessment Models or Tools                                                 | • Direct observation  
• Global evaluation |                                                                                                                                                                                                          |
- Multisource feedback
- Oral or written self-reflection
- Simulation

### Curriculum Mapping

### Notes or Resources

### Professionalism 2: 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>
<tbody>
<tr>
<td><strong>Level 1</strong> Recognizes situations that may impact one’s own ability to complete tasks and takes responsibility</td>
<td>● Before going out of town, completes tasks in anticipation of lack of computer access while traveling</td>
</tr>
</tbody>
</table>
| **Level 2** Responds promptly to requests to complete tasks and responsibilities | ● Answers electronic communications (e.g., emails, texts) in a timely manner  
● Completes evaluations as requested                                      |
| **Level 3** Proactively implements strategies to ensure responsibilities are met | ● In preparation for being out of the office, works with teams to assure that relevant clinic care or projects are not disrupted |
| **Level 4** Recognizes situations that may impact others’ ability to complete tasks and responsibilities in an accurate and timely manner | ● Takes responsibility for inadvertently omitting key information in clinical or public health settings |
| **Level 5** Modifies/develops a system of accountability to ensure completeness of tasks and responsibilities in an accurate and timely manner | ● Serves on an institutional taskforce reviewing reported errors |

**Assessment Models or Tools**
- Direct observation
- Multisource feedback
- Global evaluations
- Self-evaluations and reflective tools
- Compliance with deadlines and timelines
- Simulation

**Curriculum Mapping**

**Notes or Resources**
- Code of conduct from fellow/resident institutional manual
- Expectations of residency program regarding accountability and professionalism
# Professionalism 3: Self-Awareness and Help-Seeking

## Overall Intent:
To identify, use, manage, improve, and seek help for personal and professional well-being for self and others

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Recognizes status of personal and professional well-being, with assistance | • During a debrief, acknowledges own response to patient’s vaccine refusal  
• Recognizes when necessary personal coping skills are lacking |
| **Level 2** Independently recognizes status of personal and professional well-being | • Independently identifies and communicates impact of a personal family tragedy  
• Identifies institutional resources available for resident well-being |
| **Level 3** With assistance, proposes a plan to optimize personal and professional well-being | • Develops a reflective response to deal with the personal impact of difficult patient encounters and disclosures  
• Integrates feedback to develop a plan for identifying and responding to high-stress environment |
| **Level 4** Independently develops a plan to optimize personal and professional well-being | • Independently identifies ways to manage personal stress  
• Self-assesses and seeks additional feedback in the event of burnout, inappropriate substance use, or fatigue |
| **Level 5** Coaches others when emotional responses or limitations in knowledge/skills do not meet professional expectations | • Leads an organizational initiative to address clinician well-being  
• Works with multidisciplinary team to develop a feedback framework for learners around responding to a high-stress environment |

### 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
- 

### Notes or Resources
- This subcompetency is not intended to evaluate a resident’s well-being. Rather, the intent is to ensure that each resident has the fundamental knowledge of factors that affect well-being, the mechanisms by which those factors affect well-being, and available resources and tools to improve well-being
- Local resources, including Employee Assistance Programs
Interpersonal and Communication Skills 1: Community- and Population-Centered Communication and Shared Decision Making

**Overall Intent:** To appropriately use language to overcome communication barriers; and to lead communication around community- and population-centered shared decision making

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
</table>
| **Level 1** Identifies common barriers to effective communication while accurately communicating one’s own role and responsibilities within the health system | ● Identifies need for trained interpreter with non-English-speaking patients  
● Uses age-appropriate language when discussing vaccinations with pediatric patients |
| **Level 2** Identifies complex barriers to effective communication         | ● Identifies the need for nontraditional ways to communicate information to a patient/population to assure understanding                                                                                     |
| **Level 3** Recognizes personal biases while attempting to minimize communication barriers | ● Develops communication strategies to inform patients on treatment decisions for treatment options for a patient with COPD who continues to smoke  
● Takes and reflects on the results of an Implicit Bias Test |
| **Level 4** Independently uses shared decision-making to align community/population values, goals, and preferences with preventive services | ● Uses community input to determine approaches to diabetes treatment  
● Discusses the harms and benefits of prostate screening with a health system |
| **Level 5** Practices shared decision-making in community/population communication, including in situations with a high degree of uncertainty/conflict | ● Serves on a hospital bioethics committee  
● Communicates community health assessment to relevant community leaders/population |

**Assessment Models or Tools**

- Direct observation
- Multisource feedback
- Self-assessment including self-reflection exercises

**Curriculum Mapping**


---
### Interpersonal and Communication Skills 2: Interprofessional and Team Communication

**Overall Intent:** To effectively communicate with the interprofessional team and community groups, in both straightforward and complex situations

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong> <em>Uses language that values all members of an interprofessional team</em></td>
<td>● Polite ly listens with the intent to understand all team members</td>
</tr>
<tr>
<td>Recognizes the importance of the role of feedback within an interprofessional team</td>
<td>● Acknowledges the contribution of each member of the team to the patient   • Consistently uses inclusive language</td>
</tr>
<tr>
<td><strong>Level 2</strong> <em>Communicates information effectively, including the use of active listening and feedback, with all members of an interprofessional team and/or with community stakeholders</em></td>
<td>● Communicates diagnostic evaluation recommendations clearly and concisely and in an organized and timely manner   • Participates in a town hall meeting to discuss vaccines</td>
</tr>
<tr>
<td>Solicits feedback on performance as a member of an interprofessional team or community group</td>
<td>● Asks an attending physician or community group leader about presentation to a community group</td>
</tr>
<tr>
<td><strong>Level 3</strong> <em>Adapts communication style to fit the needs of health care team members or community stakeholders</em></td>
<td>● Demonstrates active listening by asking team members about their concerns and questions</td>
</tr>
<tr>
<td>Communicates concerns and provides feedback to peers and learners</td>
<td>● Respectfully provides feedback to medical students and more junior residents about their presentations</td>
</tr>
<tr>
<td><strong>Level 4</strong> <em>Facilitates interprofessional team and community group communication using multiple communication strategies</em></td>
<td>● Leads a campaign that uses presentations, written reports, and online methods to share the goals and outcomes of the project   • Determines the appropriate communication method to be used for an interprofessional team or community group</td>
</tr>
<tr>
<td>Uses constructive criticism skills in communicating with interprofessional team members, community stakeholders, and leaders</td>
<td>● Provides feedback to faculty members or team leaders when expectations are not clear (e.g., during rotations or projects)</td>
</tr>
<tr>
<td><strong>Level 5</strong> <em>Serves as a role model for effective interprofessional team communication</em></td>
<td>● Mediates a conflict resolution between different members of the team</td>
</tr>
</tbody>
</table>

**Assessment Models or Tools**
- Direct observation
- Global assessment
- Medical record (chart) audit
- Multisource feedback
### Curriculum Mapping

- Simulation

### Notes or Resources

- Green M, Parrott T, Cook G., Improving your communication skills. *BMJ* 2012;344:e357 doi: [https://doi.org/10.1136/bmj.e357](https://doi.org/10.1136/bmj.e357)
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 where the subcompetencies 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>PC2: Community Health: Monitor, diagnose, and investigate community health problems</td>
<td>PC2: Policies and Plans: Develop Policies and Plans to Support Individual and Community Health Efforts</td>
</tr>
<tr>
<td>PC3: Inform and Educate: Inform and educate populations about health threats and risks</td>
<td>PC3: Clinical Preventive Services</td>
</tr>
<tr>
<td>PC4: Policies and Plans: Develop policies and plans to support individual and community health efforts</td>
<td>MK3: Epidemiology</td>
</tr>
<tr>
<td>PC5: Evaluating Health Services: Evaluate Population-based health services</td>
<td>MK4: Public Health Regulations</td>
</tr>
<tr>
<td>PC6: Descriptive Epidemiology: Able to characterize the health of a community</td>
<td>MK3: Epidemiology</td>
</tr>
<tr>
<td>PC7: Analytic Epidemiology: Able to design and conduct an epidemiologic study</td>
<td>MK3: Epidemiology</td>
</tr>
<tr>
<td>PC8: Disease Outbreak: Investigate and respond to a cluster or outbreak</td>
<td>PBLI3: Disease Outbreak and Surveillance Systems</td>
</tr>
<tr>
<td>PC9: Surveillance Systems: Design and operate a surveillance system</td>
<td>MK4: Public Health Regulations</td>
</tr>
<tr>
<td>PC10: Clinical Preventive Services (CPS): Analyze evidence regarding the performance of proposed clinical preventive services for individuals and populations</td>
<td>PC3: Clinical Preventive Services</td>
</tr>
<tr>
<td>PC11: Conditions of Public Health Significance: Implement appropriate clinical care for individuals with conditions of public health significance</td>
<td>MK5: Infectious Diseases of Public Health Significance</td>
</tr>
<tr>
<td>PC12: Preventive Services: Select and provide appropriate evidence-based clinical preventive services</td>
<td>PC3: Clinical Preventive Services</td>
</tr>
<tr>
<td>MK1: Behavioral Health</td>
<td>PC4: Lifestyle Medicine</td>
</tr>
<tr>
<td>MK2: Environmental Health</td>
<td>MK1: Environmental Health</td>
</tr>
<tr>
<td>MK3: Biostatistics</td>
<td>MK2: Biostatistics</td>
</tr>
<tr>
<td>SBP1: Work and coordinate patient care effectively in various health care delivery settings and systems</td>
<td>SBP1: Patient Safety and Quality Improvement</td>
</tr>
<tr>
<td>-------------------------------------------------</td>
<td>-----------------------------------------------</td>
</tr>
<tr>
<td>SBP2: Incorporate considerations of cost awareness and risk-benefit analysis in patient and/or population-based care, as appropriate</td>
<td>SBP3: Physician Leadership in Health and Community Health Systems</td>
</tr>
<tr>
<td>SBP3: Work in inter-professional teams to enhance patient safety and improve patient care quality; advocate for quality patient care and optimal patient care systems; participate in identifying system errors and implementing potential systems solutions</td>
<td>SBP1: Patient Safety and Quality Improvement SBP2: System Navigation for Patient- and Population-Centered Care</td>
</tr>
<tr>
<td>PBLI1: Identify strengths, deficiencies, and limits in one’s knowledge and expertise; set learning and improvement goals and identify and perform appropriate learning activities utilizing information technology, evidence from scientific studies, and evaluation feedback; systematically analyze practice using quality improvement methods, and implement changes with the goal of practice improvement</td>
<td>PBLI1: Evidence-Based and Informed Practice PBLI2: Reflective Practice and Commitment to Personal Growth</td>
</tr>
<tr>
<td>PROF1: Compassion, integrity, and respect for others, as well as sensitivity and responsiveness to diverse patient populations, including diversity in gender, age, culture, race, religion, disabilities, and sexual orientation; knowledge about, respect for, and adherence to the ethical principles relevant to the practice of medicine, remembering in particular that responsiveness to patients that supersedes self-interest is an essential aspect of medical practice</td>
<td>PROF1: Professional Behavior and Ethical Principles</td>
</tr>
<tr>
<td>PROF2: Accountability to patients, society and the profession</td>
<td>PROF2: Accountability/Conscientiousness PROF3: Self-Awareness and Help-Seeking Behaviors</td>
</tr>
<tr>
<td>ICS1: Communicate effectively with patients, families, and the public, as appropriate, across a broad range of socioeconomic and cultural backgrounds; communicate effectively with physicians, other health care professionals and health related agencies; work effectively as a member or leader of a health care team or other professional group; act in a consultative role to other physicians and health professionals</td>
<td>ICS1: Community- and Population-Centered Communication and Shared Decision Making ICS2: Interprofessional and Team Communication</td>
</tr>
<tr>
<td>ICS2: Maintain comprehensive, timely and legible medical records, including electronic health records (EHR)</td>
<td></td>
</tr>
</tbody>
</table>
Available Milestones Resources


Clinical Competency Committee Guidebook Executive Summaries, New 2020 - https://www.acgme.org/What-We-Do/Accreditation/Milestones/Resources - Guidebooks - Clinical Competency Committee Guidebook Executive Summaries


Milestones Bibliography, updated twice each year - https://www.acgme.org/Portals/0/PDFs/Milestones/MilestonesBibliography.pdf?ver=2020-08-19-153536-447

Developing Faculty Competencies in Assessment courses - https://www.acgme.org/Meetings-and-Educational-Activities/Other-Educational-Activities/Courses-and-Workshops/Developing-Faculty-Competencies-in-Assessment

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

Assessment Tool: Teamwork Effectiveness Assessment Module (TEAM) - https://dl.acgme.org/pages/assessment

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