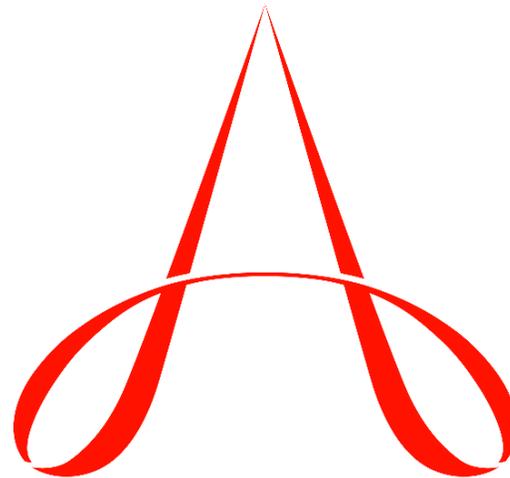




Complex General Surgical Oncology Milestones

The Accreditation Council for Graduate Medical Education



ACGME

Second Revision: April 2020
First Revision: October 2014

Complex General Surgical Oncology Milestones

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

Complex General Surgical Oncology Milestones Work Group

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American Board of Surgery

ACGME Review Committee for Surgery

Society of Surgical Oncology Surgical Oncology Program Directors Committee

Understanding Milestone Levels and Reporting

This document presents the Milestones, which programs use in a semi-annual review of fellow performance, and then report to the ACGME. Milestones are knowledge, skills, attitudes, and other attributes for each of the ACGME Competencies organized in a developmental framework. The narrative descriptions are targets for fellow performance throughout their educational program.

Milestones are arranged into levels. Tracking from Level 1 to Level 5 is synonymous with moving from novice to expert fellow in the specialty or subspecialty. For each reporting period, the Clinical Competency Committee will review the completed evaluations to select the milestone levels that best describe each learner's current performance, abilities, and attributes for each subcompetency.

These levels *do not* correspond with post-graduate year of education. Depending on previous experience, a junior fellow may achieve higher levels early in the educational program just as a senior fellow may be at a lower level later in the educational program. There is no predetermined timing for a fellow to attain any particular level. Fellows may also regress in achievement of their milestones. This may happen for many reasons, such as over scoring in a previous review, a disjointed experience in a particular procedure, or a significant act by the fellow.

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

Additional Notes

Level 4 is designed as a graduation *goal* but *does not* represent a graduation *requirement*. Making decisions about readiness for graduation and unsupervised practice is the purview of the program director. Furthermore, Milestones 2.0 include revisions and changes that preclude using Milestones as a sole assessment in high-stakes decisions (i.e., determination of eligibility for certification or credentialing). Level 5 is designed to represent an expert fellow whose achievements in a subcompetency are greater than the expectation. Milestones are primarily designed for formative, developmental purposes to support continuous quality improvement for individual learners, education programs, and the specialty. The ACGME and its partners will continue to evaluate and perform research on the Milestones to assess their impact and value.

Some milestone descriptions include statements about performing independently. These activities must occur in conformity to ACGME supervision guidelines as described in the Program Requirements, as well as to institutional and program policies. For example, a fellow who performs a procedure independently must, at a minimum, be supervised through oversight.

A Supplemental Guide is also available to provide the intent of each subcompetency, examples for each level, assessment methods or tools, and other available resources. The Supplemental Guide, is designed only to assist the program director and Clinical Competency Committee, and is not meant to demonstrate any required element or outcome.

Supplemental Guides and other resources are available on the Milestones page of each specialty section of the ACGME website. On www.acgme.org, choose the applicable specialty under the “Specialties” menu, then select the “Milestones” link in the lower navigation bar.

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

Systems-based Practice 1: Patient Safety and Quality Improvement				
Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates knowledge of common patient safety events	Identifies system factors that lead to patient safety events	Participates in analysis of patient safety events	Conducts analysis of patient safety events and offers error prevention strategies	Actively engages teams and processes to modify systems to prevent patient safety events
Demonstrates knowledge of how to report patient safety events	Reports patient safety events through institutional reporting systems	Participates in disclosure of patient safety events to patients and families	Discloses patient safety events to patients and families	Role models or mentors others in the disclosure of patient safety events
Demonstrates knowledge of basic quality improvement methodologies and metrics	Describes local quality improvement initiatives	Participates in local quality improvement initiatives	Demonstrates the skills required to identify, develop, implement, and analyze a quality improvement project	Creates, implements, and assesses quality improvement initiatives at the institutional or community level
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: <input type="checkbox"/> Not Yet Completed Level 1 <input type="checkbox"/>				

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

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

Patient Care 1: Patient Evaluation and Clinical Decision Making				
Level 1	Level 2	Level 3	Level 4	Level 5

<p>Identifies relevant oncologic information (e.g., clinical assessment, imaging, pathology) to develop a differential diagnosis</p> <p>Discusses surgical options for treatment</p>	<p>Discriminates the quality of the relevant information to determine if additional information (i.e., diagnostics) is needed</p> <p>Discusses multidisciplinary options for treatment</p>	<p>With assistance, integrates oncologic information with patient specific factors to design a diagnostic and work-up plan</p> <p>With assistance, creates a multidisciplinary treatment plan</p>	<p>Independently integrates oncologic information with patient specific factors to design a succinct diagnostic and work-up plan</p> <p>Independently creates a multidisciplinary treatment plan</p>	<p>Appraises gaps in literature and research related to diagnostic work-up and multidisciplinary treatment plans to propose future investigations</p>				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Comments:</p> <p style="text-align: right;">Not Yet Completed Level 1 <input type="checkbox"/></p> <p style="text-align: right;">Not Yet Rotated <input type="checkbox"/></p>								

Patient Care 2: Management of Intra-Operative Complications				
Level 1	Level 2	Level 3	Level 4	Level 5
Identifies types of intra-operative complications and management strategies	With assistance, recognizes and manages intra-operative complications	Independently recognizes and manages intra-operative complications	Anticipates and prevents common intra-operative complications	Anticipates and prevents rare intra-operative complications
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:			Not Yet Completed Level 1	<input type="checkbox"/>
			Not Yet Rotated	<input type="checkbox"/>

Patient Care 3: Intra-Operative Oncologic Decision Making				
Level 1	Level 2	Level 3	Level 4	Level 5
Lists potential intra-operative findings that would require refinement of pre-operative surgical plan	Identifies intra-operative findings that require refinement of pre-operative surgical plan	With assistance, refines pre-operative surgical plan based on intra-operative findings	Independently refines pre-operative surgical plan based on common intra-operative findings	Independently refines pre-operative surgical plan based on complex intra-operative findings
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:			Not Yet Completed Level 1	<input type="checkbox"/>
			Not Yet Rotated	<input type="checkbox"/>

Patient Care 4: Intra-Operative Patient Care – Procedural Skills				
Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates limited tissue-handling skills Requires prompting to identify appropriate tissue planes	Inconsistently demonstrates careful tissue handling Identifies appropriate plane but requires redirection to maintain dissection in the optimal tissue plane	Consistently demonstrates careful tissue handling Visualizes tissue plane, identifies and dissects relevant normal anatomy	Adapts tissue handling based on tissue quality Visualizes tissue plane, identifies and dissects relevant abnormal anatomy	Identifies innovative operative techniques, instrumentation, operative approaches, or significant improvement in established techniques
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:			Not Yet Completed Level 1 <input type="checkbox"/> Not Yet Rotated <input type="checkbox"/>	

Patient Care 5: Intra-Operative Patient Care – Operative Autonomy				
Level 1	Level 2	Level 3	Level 4	Level 5
Moves forward in the operation only with active direction	Moves fluidly through the course of the operation with minimal prompting	Independently moves fluidly through the course of common operations and anticipates next steps	Independently moves fluidly through the course of complex operations and anticipates next steps	Independently moves fluidly through the course of rare and complex operation and anticipates next steps
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:			Not Yet Completed Level 1	<input type="checkbox"/>
			Not Yet Rotated	<input type="checkbox"/>

Patient Care 6: Immediate Post-Operative Care				
Level 1	Level 2	Level 3	Level 4	Level 5
Manages routine post-operative course	Manages common post-operative complications	Independently manages complicated post-operative course and complications	Anticipates and provides early, effective intervention for post-operative complications	Identifies gaps in post-operative management and complications to be addressed in quality improvement/research initiatives
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:			Not Yet Completed Level 1	<input type="checkbox"/>
			Not Yet Rotated	<input type="checkbox"/>

Patient Care 7: Post-Operative Oncologic Management				
Level 1	Level 2	Level 3	Level 4	Level 5
<p>Recognizes that pathologic staging impacts oncologic therapeutic decisions</p> <p>Identifies the rationale for a surveillance plan</p>	<p>Applies details of pathologic staging to oncologic therapeutic decisions</p> <p>Describes a general oncologic surveillance plan</p>	<p>Identifies patient and tumor-specific factors relevant to oncologic therapy</p> <p>Follows an evidence-based surveillance plan, when available, and recognizes need for a survivorship care plan</p>	<p>Integrates patient factors, pathologic staging and tumor specific factors to select treatment options</p> <p>Integrates patient and tumor-specific factors in the construction of an evidence-based surveillance and survivorship care plan</p>	<p>Appraises gaps in literature and research related to oncologic therapies or surveillance plans to propose future investigations</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Comments:</p>			<p>Not Yet Completed Level 1 <input type="checkbox"/></p> <p>Not Yet Rotated <input type="checkbox"/></p>	

Medical Knowledge 1: Anatomy				
Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates knowledge of surgically relevant normal anatomy	Demonstrates knowledge of surgically relevant anatomic variations	With assistance, identifies surgically relevant anatomic variations and alters patient management accordingly	Independently identifies surgically relevant anatomic variations and alters patient management accordingly	Leads advanced anatomy discussion at a multidisciplinary conference and/or in operating room
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:			Not Yet Completed Level 1	<input type="checkbox"/>
			Not Yet Rotated	<input type="checkbox"/>

Medical Knowledge 2: Cancer Biology				
Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates basic knowledge of cancer biology	Demonstrates comprehensive knowledge of cancer biology and clinical implications	With assistance, applies knowledge of cancer biology into medical decision making	Independently incorporates knowledge of cancer biology into medical decision making	Recommends novel investigations based on knowledge of cancer biology and clinical trial data
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:			Not Yet Completed Level 1	<input type="checkbox"/>
			Not Yet Assessable	<input type="checkbox"/>

Medical Knowledge 3: Therapeutics				
Level 1	Level 2	Level 3	Level 4	Level 5
Lists broad categories of multimodal oncologic therapies	Demonstrates knowledge of standard multimodal oncologic therapeutic options, including indications and contraindications	Demonstrates knowledge of data to support the use of multimodal oncologic therapies and impacts on surgical treatment	Incorporates data, patient factors, and tumor factors in the selection of multimodal oncologic therapies	Appraises gaps in literature and research related to therapies to propose future investigations
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:			Not Yet Completed Level 1	<input type="checkbox"/>
			Not Yet Assessable	<input type="checkbox"/>

Medical Knowledge 4: Clinical Trials				
Level 1	Level 2	Level 3	Level 4	Level 5
Describes the basics of clinical study design and levels of evidence	Understands the different phases of oncologic clinical trials	Demonstrates general knowledge of clinical trial design and clinical trial infrastructure	Demonstrates advanced knowledge of clinical trial design and clinical trial infrastructure	Designs and proposes clinical trials
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: <div style="float: right; text-align: right;"> Not Yet Completed Level 1 <input type="checkbox"/> Not Yet Assessable <input type="checkbox"/> </div>				

Systems-Based Practice 1: Patient Safety and Quality Improvement				
Level 1	Level 2	Level 3	Level 4	Level 5
<p>Demonstrates knowledge of how to report patient safety events</p> <p>Demonstrates knowledge of and describes institutional quality improvement initiatives</p>	<p>Reports patient safety events through institutional reporting systems (simulated or actual)</p> <p>Participates in institutional quality improvement initiatives</p>	<p>Participates in disclosure of patient safety events to patients and families (simulated or actual)</p> <p>Demonstrates the skills required to identify, develop, implement, and analyze an institutional quality improvement project</p>	<p>Independently discloses patient safety events to patients and families (simulated or actual)</p> <p>Creates, implements, and assesses quality improvement initiatives at the institutional level</p>	<p>Role models or mentors others in the disclosure of patient safety events</p> <p>Creates, implements, and assesses national quality improvement initiatives</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Comments:</p> <p style="text-align: right;">Not Yet Completed Level 1 <input type="checkbox"/></p>				

Systems-Based Practice 2: System Navigation for Patient-Centered Care				
Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates knowledge of care coordination, including transitions of care	Coordinates care of patients in routine clinical situations effectively using the roles of the interprofessional teams, including transitions of care	Coordinates care of patients in complex clinical situations effectively using the roles of their interprofessional teams, including transitions of care	Role models effective coordination of patient-centered care among different disciplines including transitions of care	Analyzes the process of care coordination and leads in the design and implementation of improvements including transitions of care
Demonstrates knowledge of the oncologic population health needs and disparities	Identifies specific population health needs and inequities for their local oncologic population	Coordinates with local resources to effectively meet the needs of an oncologic patient population	Participates in changing and adapting individual practice to provide for the needs of specific oncologic populations	Leads innovations and advocates for oncologic populations with health care inequities
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: <div style="text-align: right;">Not Yet Completed Level 1 <input type="checkbox"/></div>				

Systems-Based Practice 3: Physician Role in Health Care Systems				
Level 1	Level 2	Level 3	Level 4	Level 5
Identifies key components of the complex health care system (e.g., hospital, skilled nursing facility, finance, personnel, technology, payment systems)	Describes how components of a complex health care system are interrelated, and how this impacts patient care	Discusses how individual practice affects the broader system (e.g., length of stay, readmission rates, clinical efficiency)	Manages various components of the complex health care system to provide efficient and effective patient care and transition of care	Advocates for or leads systems change that enhances high-value, efficient, and effective patient care and transition of care
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: <div style="text-align: right;">Not Yet Completed Level 1 <input type="checkbox"/></div>				

Practice-Based Learning and Improvement 1: Evidence-Based and Informed Practice				
Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates how to access and use the available evidence and how to incorporate patient preferences and values into the care of patients	Articulates clinical questions and elicits patient preferences and values in order to guide evidence-based care	Locates and applies the best available evidence, integrated with patient preference, to the care of patients	Critically appraises and applies evidence, even in the face of uncertain and/or conflicting evidence, to guide care, tailored to the individual patient	Coaches others to critically appraise and apply evidence for patients; and/or participates in the development of guidelines
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: <div style="text-align: right;">Not Yet Completed Level 1 <input type="checkbox"/></div>				

Practice-Based Learning and Improvement 2: Reflective Practice and Commitment to Personal Growth				
Level 1	Level 2	Level 3	Level 4	Level 5
<p>Accepts responsibility for personal and professional development by establishing goals</p> <p>Identifies the factors that contribute to gap(s) between expectations and actual performance</p>	<p>Demonstrates openness to performance data (feedback and other input) in order to inform goals</p> <p>Analyzes and reflects on the factors that contribute to gap(s) between expectations and actual performance</p>	<p>Seeks performance data episodically with adaptability and humility</p> <p>Analyzes, reflects on, and institutes behavioral change(s) to narrow the gap(s) between expectations and actual performance</p>	<p>Consistently seeks performance data with adaptability and humility</p> <p>Challenges assumptions and considers alternatives in narrowing the gap(s) between expectations and actual performance</p>	<p>Role models consistently seeking performance data with adaptability and humility</p> <p>Coaches others on reflective practice</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Comments:</p> <p style="text-align: right;">Not Yet Completed Level 1 <input type="checkbox"/></p>				

Practice-Based Learning and Improvement 3: Scholarly Activity				
Level 1	Level 2	Level 3	Level 4	Level 5
Identifies areas worthy of scholarly investigation	Formulates a scholarly plan under supervision of a mentor	Presents products of scholarly activity at local meetings	Disseminates products of scholarly activity at regional or national meetings, and/or submits an abstract to regional, state, or national meetings	Publication of independent research that has generated new medical knowledge, educational programs, or process improvement
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:			Not Yet Completed Level 1	<input type="checkbox"/>
			Not Yet Assessable	<input type="checkbox"/>

Professionalism 1: Professional Behavior and Ethical Principles				
Level 1	Level 2	Level 3	Level 4	Level 5
<p>Identifies and describes potential triggers for professionalism lapses and how to report</p> <p>Demonstrates knowledge of the ethical principles underlying the care of cancer patients</p>	<p>Demonstrates professional behavior in routine situations and takes responsibility for own professionalism lapses</p> <p>Analyzes straightforward situations using ethical principles</p>	<p>Demonstrates professional behavior in complex or stressful situations</p> <p>Analyzes complex situations using ethical principles and recognizes need to seek help in managing and resolving complex ethical situations</p>	<p>Recognizes situations that may trigger professionalism lapses and intervenes to prevent lapses in self and others</p> <p>Recognizes and uses appropriate resources for managing and resolving ethical dilemmas as needed</p>	<p>Coaches others when their behavior fails to meet professional expectations</p> <p>Identifies and seeks to address system-level factors that induce or exacerbate ethical problems or impede their resolution</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Comments:</p> <p style="text-align: right;">Not Yet Completed Level 1 <input type="checkbox"/></p>				

Professionalism 2: Accountability/Conscientiousness				
Level 1	Level 2	Level 3	Level 4	Level 5
<p>Takes responsibility for failure to complete tasks and responsibilities, identifies potential contributing factors, and describes strategies for ensuring timely task completion in the future</p> <p>Responds promptly to requests or reminders to complete tasks and responsibilities</p>	<p>Performs tasks and responsibilities in a timely manner with appropriate attention to detail in routine situations</p> <p>Recognizes situations that may impact own ability to complete tasks and responsibilities in a timely manner</p>	<p>Performs tasks and responsibilities in a timely manner with appropriate attention to detail in complex or stressful situations</p> <p>Proactively implements strategies to ensure that the needs of patients, teams, and systems are met</p>	<p>Recognizes situations that may impact others' ability to complete tasks and responsibilities in a timely manner</p>	<p>Takes ownership of system outcomes</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Comments:</p> <p style="text-align: right;">Not Yet Completed Level 1 <input type="checkbox"/></p>				

Professionalism 3: Well-Being				
Level 1	Level 2	Level 3	Level 4	Level 5
Recognizes status of personal and professional well-being, with assistance	Independently recognizes status of personal and professional well-being	With assistance, proposes a plan to optimize personal and professional well-being	Independently develops a plan to optimize personal and professional well-being	Coaches others when emotional responses or limitations in knowledge/skills do not meet professional expectations
Recognizes limits of the team, with assistance	Independently recognizes status of personal and professional well-being of the team	With assistance, proposes a plan to optimize personal and professional well-being of the team	Independently develops a plan to optimize personal and professional well-being of the team	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: <div style="text-align: right;">Not Yet Completed Level 1 <input type="checkbox"/></div>				

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.

Interpersonal and Communication Skills 1: Patient- and Family-Centered Communication				
Level 1	Level 2	Level 3	Level 4	Level 5
Establishes a professional rapport with patients and communicates in a clear and understandable manner	Establishes a therapeutic relationship in straightforward patient encounters and compassionately delivers medical information	Establishes a therapeutic relationship in challenging patient encounters and acknowledges uncertainty in alignment of goals	Uses shared decision making to align patient/family values, goals, and preferences with treatment options to make a personalized care plan	Mentors others in situational awareness and critical self-reflection to consistently develop positive therapeutic relationships
Identifies common barriers to effective communication (e.g., language, disability)	Identifies complex barriers to effective communication (e.g., health literacy, cultural)	When prompted, reflects on personal biases while attempting to minimize communication barriers	Independently recognizes personal biases while attempting to proactively minimize communication barriers	Role models self-awareness while identifying a contextual approach to minimize communication barriers
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: <div style="text-align: right;">Not Yet Completed Level 1 <input type="checkbox"/></div>				

Interpersonal and Communication Skills 3: Communication within Health Care Systems				
Level 1	Level 2	Level 3	Level 4	Level 5
<p>Accurately records information in the patient record</p> <p>Communicates through appropriate channels as required by institutional policy (e.g., patient safety reports, cell phone/pager usage)</p>	<p>Demonstrates organized diagnostic and therapeutic reasoning through notes in the patient record</p> <p>Demonstrates efficient use of electronic health record to communicate with the health care team</p>	<p>Concisely integrates all relevant data from outside systems and prior encounters and reports diagnostic and therapeutic reasoning in the patient record</p> <p>Appropriately selects direct (e.g., telephone, in-person) and indirect (e.g., progress notes, secure text messages) forms of communication based on context and urgency</p>	<p>Communicates clearly, concisely, timely, and in an organized written form, including anticipatory guidance</p> <p>Achieves written or verbal communication (e.g., patient notes, email) that serves as an example for others to follow</p>	<p>Models feedback to improve others' written communication</p> <p>Guides departmental or institutional communication around policies and procedures</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Comments:</p> <p style="text-align: right;">Not Yet Completed Level 1 <input type="checkbox"/></p>				