Milestones: 1.0, 2.0, and Oh My!

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Disclosure

• Full-time employee of ACGME

Milestones

• A milestone is a significant point in development
• Milestones follow an individual’s developmental trajectory across a range of knowledge, skills, and attitudes
Milestones were designed to be formative
A repository for other assessments
Not every Milestone can or should be evaluated on every rotation
Not everything that should be evaluated is included in the Milestones

Differences
Patient Care and Medical Knowledge have two options outside of the levels:
- Not yet completed Level 1/Critical deficiencies
- Not yet rotated/Not yet assessable
What changed?

Supplemental Guide

Examples for Levels 1-5
Assessment methods
Resources

Supplemental Guide
Supplemental Guide

Review the Milestones and Supplemental guide with your CCC

Your CCC should do a shared mental model exercise

- Program’s expectations at each level
- Assessment tool(s) you will use
- Rotations each will be assessed

Supplemental Guide - Map

Milestones 2.0

- Milestone 2.0

We ❤ Milestones 2.0
Implementing Changes

Identify and address obstacles
a) Be open and listen to concerns
b) Answer what you can – Call ACGME if not
c) For content – remind them that their specialty community created them

Implementing Changes

Identify programs who are doing the change well
a) Let your champions demonstrate
b) Offer additional faculty development
c) Begin development of new shared mental model

Implementing Changes

Share success stories and document what strategies worked best
a) Each specialty should have its own champion
b) Share experiences at GME meetings
c) Share experiences at specialty meetings
Implementing Changes

And now, something completely different!

Using Milestone Data

Self-Assessment Leads to Learning Plans

- Milestones are an ideal way for residents and fellows to monitor their professional progress
- Faculty can also benefit from self-assessment with the Milestones
- Requires Purposeful and Deliberate self-review and practice to continue growth
Using Milestones Data: Boxplots

Milestones Trajectories

How much risk at this point in training?

PPV Matrix: Example
Simply ask “why?”

• Is further assessment or clarification needed?
• Or is this just simply an expected pattern in your program?
• Could such a realization help guide an individualized learning plan or need for a formal remediation plan?

The purpose of Milestones analytics is to facilitate professional growth and improvement.
Impacts of COVID

- ACGME did not require submission of Milestones in spring 2020
- More than 80% of programs did submit
- National Report will show mid-year data

Where do I find...?

- Are you aware of the Milestones resources available from ACGME?
- Resident-Fellow Guidebook for Milestones?
- Annual Milestones National Report?
Milestones Resources

Guidebooks
- Milestones Implementation Guidebook
- Milestones Guidebook
- Milestones Guidebook for Residents and Fellows
- Clinical Competency Committee Guidebook
- Clinical Competency Committee Guidebook Executive Summaries

Other Resources
- Milestones FAQs
- Use of Individual Milestones Data by External Entities for High-Stock Decisions

Distance Learning

LEARN at ACGME