Milestones: Final Preparation
A focused review of challenging milestones

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Educational Objectives

• Develop strategies to teach and evaluate fellows on the most challenging milestones.
• Be ready to report your program’s milestones on January 8, 2016.

Survey Results - Milestones

[Graph showing survey results for different categories]
Survey Results - Milestones

Milestones Basics

- **When?**
  - Evaluation of fellows using milestones started July 2015
  - Milestones must be reported to ACGME by January 8, 2016
- **Who?**
  - Milestones performed by Clinical Competency Committee
  - Fellow should self-evaluate using milestones
- **Why?**
  - Evaluate fellows; how to use is up to the program director
  - Evaluate program
  - Report to ACGME
- **How?**
  - Designed to be objective, not a Likert scale
  - Most fellows will start above a 1 on many milestones
  - Most fellows will not reach a 5 on many milestones
  - Many fellows will not reach a 4 on all milestones

Preparing for Milestones

- **Curriculum**
  - Are we teaching this?
  - If not, how will we teach this?
- **Evaluations**
  - Do we have a mechanism to evaluate the fellow on this?
  - If not, how should we do so?

Curriculum Changes

- **Hard**
- **Sources of help**
  - Core pathology residency program
  - Institutional GME office
  - ASC
    - Cell talks
- Can be used as improvement projects on Annual Program Evaluation

Cell Talks!

- **Online learning modules**
- **Organized by Milestones**
- **Short, focused talks**
  - 10-15 minute presentation
  - 3-5 test questions
- **Made by fellows (with faculty mentor)**
  - Cash prizes thanks to ASC Foundation
- **Learn more:**
  - [http://www.cytopathology.org/cell-talks/](http://www.cytopathology.org/cell-talks/)

Evaluations

- **I talked about this last year**
  - [http://www.cytopathology.org/cytopathology-fellowship-programs](http://www.cytopathology.org/cytopathology-fellowship-programs)
  - Cytopathology Program Directors Committee
  - 2014 Slide Presentation Handout for SCE
- **What evaluation tool is best to evaluate each milestone or submilestone?**
- **More evaluation examples in your handout**
### Evaluation Methods

- **Direct Observation**
- **360 Evaluations**
- **Portfolio**
- **Case Logs**
- **Inservice Examination**
- **Examination**
- **Simulation/Role Play**
- **Review of Report Records**
- **Narrative**
- **Checklist**
- **Quality Assessment**
- **Retrospective peer review**
- **Team leader performance evaluation**

### SBP 3

**SBP 3: Lab Management**

<table>
<thead>
<tr>
<th>Task 1</th>
<th>Task 2</th>
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<tbody>
<tr>
<td>Assess the importance of the role of a laboratory manager in the management of a laboratory setting.</td>
<td>Describe the process of laboratory management.</td>
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### PROF 3

**PROF 3: Demonstrates cultural competency**

- **Curriculum**
  - Modeling of faculty/staff
  - Informal or formal discussions as needed
- **Evaluations**
  - FNA direct observation
  - Staff 360
  - Clinician 360
  - Patient 360
- **OK to top out at a 3 or 3.5**

### PBLI 2

**PBLI 2: Evidence-based utilization**

- **Curriculum**
  - Journal club, QI project, research project, dedicated reading on selected case(s)
- **Evaluations**
  - Portfolio
  - Direct observation (dedicated form vs. monthly)

### ICS 2

**ICS 2: Demonstrates personal management and conflict resolution**

- **Curriculum**
  - Modeling attendings/staff
  - Interventions as needed
  - Work with residency program director
- **Evaluations**
  - Staff 360
  - Clinician 360
  - Patient 360
  - Monthly Evaluation

### SBP 1

**SBP 1: Regulatory and Compliance**

- **Curriculum**
  - Make fellows do these
- **Evaluation**
  - Portfolio
SBP 5, Submilestone 1

- **Curriculum**
  - Cyto-histo correlations
  - QI project(s)
  - Include fellow in management/quality/safety meetings
- **Evaluation**
  - Portfolio

SBP 5, Submilestone 2

- **Curriculum**
  - Involve fellows in what you are already doing
- **Evaluations**
  - Portfolio

SBP 5, Submilestone 3

- **Curriculum**
  - Hospital-wide curriculum
  - QI project
- **Evaluations**
  - Portfolio

Summary

- Milestones are here and now
  - Report to ACGME January 2016
- Curriculum changes - Sources of help:
  - Pathology residency program
  - Hospital GME
  - National Organizations, eg ASC Program Directors Committee, Cell Talks
- **Evaluations**
  - Use a variety of methods