

The CCC in the Era of Milestones

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I have no significant financial interest or other relationships that could be considered a conflict of interest to disclose.

Session Objectives

- Describe domains for planning and assessing CCC/Milestones
- Reflect on your program's efforts to date using those domains
- Identify areas for continuous improvement

Agenda

- Setting the stage
 - Context
 - Borrowing from QPS....the PDSA cycle
- Conducting a 'study' in four parts
 1. Program philosophy and design
 2. Work-place based assessments
 3. The CCC
 4. Feedback from the CCC

Setting the Stage

Why Milestones...Per ACGME

- The Outcome Project had difficulty in measuring resident performance and competency
- Milestones = more explicit definition of expected KSA and performance leading to...
 - ↑ evidence for accreditation and certification
 - ↑ public accountability
 - ↑ resident developmental trajectory

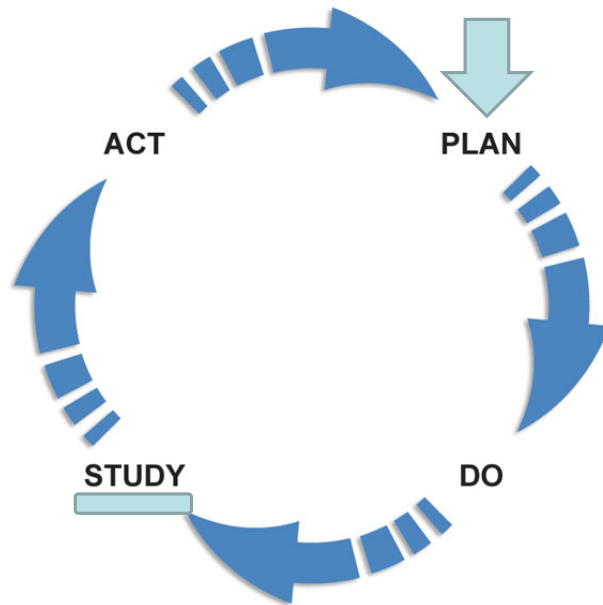
Anesthesiology ahead of the pack

- Already had CCC
- Left to make incremental improvements to...
 - adopt milestones framework
 - enhance assessments
 - involve more faculty
 - provide better feedback
- (Represents unfunded mandate)

Variability is to be expected

- 133 Anesthesiology residency programs
 - # of residents: 8 to 110 (average=45)
 - # of core faculty: 8 to 125 (average=33)
- ~300 subspecialty fellowship programs
 - # of fellows: 1-6 (average=1.4)

PDSA Cycle



4 Implementation Domains

(Adapted from Schumacher et al, 2014)

1. Program philosophy and design
 2. Work-place based assessments
 3. Setting up the CCC
 4. Using outcomes of the CCC
- Get ready to use your hand-held devices/laptops
 - Access internet
 - **URL: RWPOLL.com**
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1. Program Philosophy and Design

- What's the primary purpose of the Milestones?
- With limited resources (e.g., time), where's the BANG for the BUCK?

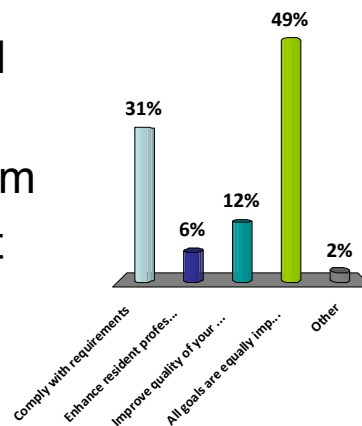
“The aim of the Milestones initiative is to..

1. create a logical trajectory of professional development....
2. meet criteria for effective assessment:
 - feasibility,
 - demonstration of beneficial effect on learning,
 - acceptability in the community” Nasca et al. (2012)

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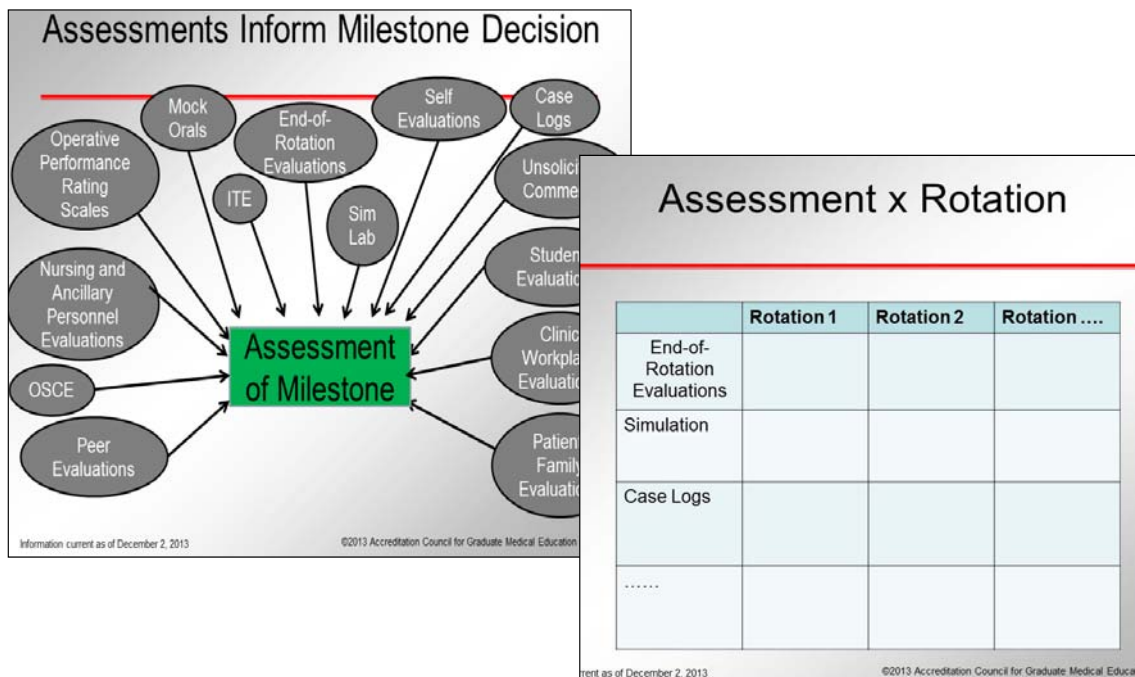
Which goal is most important to your implementation plans?

- A. Comply with requirements
- B. Enhance resident professional development
- C. Improve quality of your program
- D. All goals are equally important
- E. Other



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2. Work-place based assessments



2. Work-place based assessments

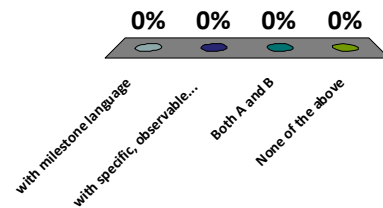
- Can the milestones assessments replace current assessment tools?

“The pressure [of time]...will lead program directors to meet these new accreditation expectations solely by adding items that assess these competencies to global end-of-rotation rating forms... and attempt to measure these new performance dimensions without using direct observation...

In these circumstances, the milestones movement will fall short of its intention and potential.”

Your rotation-based assessments use ratings...

- A. with milestone language
- B. with specific, observable behaviors matched to the rotation
- C. Both A and B
- D. None of the above



3. Setting up the CCC

- CCC/program MUST:
 - Be appointed by PD
 - have 3 program faculty
 - have written description of responsibilities
 - Use multiple evaluations
 - Document progressive performance

3. Setting up the CCC

“The data review process may vary by specialty and program.

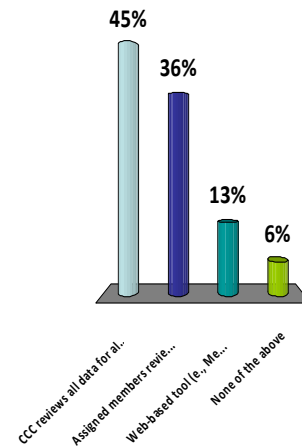
Possible strategies include:

- 2 faculty members review a resident’s file and then prepare a joint recommendation to the committee;
- 1 faculty group reviews the junior residents and another group reviews the senior resident files;
- each faculty member is assigned a specific Milestone(s) and reviews all files for that Milestone
- CCC members reviews all resident files and provides the recommendations for residents”

Promes & Wagner , 2014

Which best matches your CCC plans?

- A. CCC reviews all data for all residents for all competencies to make judgments
- B. Assigned members review data for subset of residents; CCC uses recommendations to make judgments
- C. Web-based tool (e., Medhub) computes scores; CCC uses scores to make judgments
- D. None of the above



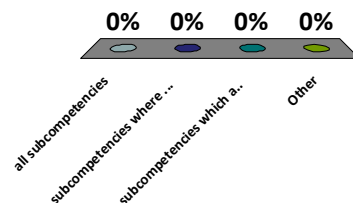
4. Using feedback from the CCC

- “While Milestones are meant to give an anchored, common language...they are not to be tied to a specific year of training.
- An added intrinsic advantage of the framework is that while attainment of a specific Milestone might be what is generally expected of a trainee at a certain point in time, trainees are by definition a heterogeneous group and will reach different Milestones at different times.”

Carter, 2014

Feedback to residents will focus on...

- A. all subcompetencies
- B. subcompetencies where a resident is below expected level for year
- C. subcompetencies which are higher or lower than a residents' own norm'
- D. Other



Thank you

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