

Core Program Experience with the Milestones

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Milestone Definition –

1. A stone by the side of a road that shows the distance in miles to a specified place
2. An important point in the progress or development of something – a very important event or advance

Googled Greatest Milestones in Medicine

1. Sanitation – The Poor Act of 1834 set a minimum standard of living for every member of society which introduced sanitation with a significant decrease in the death rate
2. DNA – DNA was first researched in 1953 at the University of Cambridge
3. Anesthesia – Noted to be better than alcohol or opiates for surgery
4. Germ theory – Dr. Semmelweiss noted a colleague died after performing an autopsy bare-handed in a woman who died from during labor – Introduced hand washing
5. Unconscious mental processes – Introduced by Freud who felt that the subconscious primarily drove actions
6. Created memories – memories are influenced by words of person asking

10 Most Important Milestones in Your Life

1. Hitting rock bottom
2. Falling in love
3. Getting your heart broken for the first time
4. Realizing what you are passionate about
5. Getting fired from your job for the first time
6. Getting the job of your dreams
7. Losing a close friend
8. Getting married
9. Becoming a parent
10. Buying your first home

It is important to understand the concept of milestone in that it is not an achievable goal, rather an important point in the progress of development. Most milestones are identified by reflecting back over events. For the Milestones, these represent a chance to assess where a resident/fellow is located in the continuum of becoming a physician with specialty expertise.

For Anesthesiology and the Subspecialties, Milestones are one piece of performance data for the Next Accreditation System. Milestones are competency-based developmental outcomes of knowledge, skills, attitudes, and beliefs that residents should be able to progress through from the beginning of training through graduation with the hope of continuation throughout one's career (based upon the six core competencies). The Milestones were developed by a committee with representation from the ACGME and the ABA. In regards to validity, the Milestones would have face validity in that it covers the concept it is supposed to measure. For Core Anesthesiology, there are 25 milestones: 10 for Patient Care; 1 for Medical Knowledge; 2 for Systems-Based Practice; 4 for Practice-Based Learning and Improvement; 5 for Professionalism; and 3 for Interpersonal and Communication Skills. The first phase of the NAS was initiated in July 2013 with seven specialties reporting milestones. July 2014 Anesthesiology began

assessing and in July 2015 fellowships in Anesthesiology will accumulate data and assign Milestone Assessments.

Some Lessons Learned:

1. The world did not end. All core programs that started in 2014 also finished in 2015.
2. The RC will begin to use milestone data for programs in 2015.
3. Milestones are not meant to be final summative evaluations. However, some programs use them as such.
4. Milestones provide feedback about a program. If one person is not meeting a milestone, then it may be due to the individual. If several are below what other programs are achieving, it is time to evaluate the program. What is working? What should be changed in the program to assist the resident with assignment of the milestones?
5. Assignment of milestones takes TIME – be prepared.
6. Educate the Clinical Competence Committee. This is the group who assigns the final milestone level. Previously, it was to determine whether progress was satisfactory or unsatisfactory (competent/not competent).
7. Use multiple sources of data to assist with milestones. Data from nursing colleagues, other members of health care team, medical students, and residents will be helpful in final decisions.

Be prepared for a lot of information on your incoming fellows from ACGME residencies – Common requirement for 2016:

II.A.1 – Fellowship programs must receive verification of each entering fellow-s level of competency in the required field using ACGME or CanMEDS Milestones assessments from the core residency program.(core)

Some Parting Thoughts: Milestones for a Program Director of a Specialty Program

1. Being appointed program director
2. Dealing with the first difficult fellow
3. Receiving the first thank you note from a fellow
4. Meeting a past fellow five years later and hearing how you made a difference
5. Meeting a past fellow 10 years later and hearing how you made a difference
6. Hearing of a complicated a patient who received care from a previous fellow and did well because of your teaching
7. Your first positive fellow survey
8. Your first negative fellow survey
9. Your first hug from a fellow
10. Moving to the next phase knowing that you trained an individual to take your job and the transition goes seamless

References:

1. Beeson MS, Vozenilek JA. Specialty milestones and the next accreditation system: An opportunity for the simulation community. *Sim Healthcare* 2014;9:184-191.
2. French JC, Dannefer EF, Colbert CY. A systematic approach toward building a fully operational Clinical Competency Committee. *J Surg Ed* 2014;71:e22-e27.
3. Sillah NM,. The New Accreditation council for Graduate Medical Education Next Accreditation System Milestones Evaluation System: What is expected and how are plastic surgery residency programs preparing? *Plast Reconstr Sug* 2015;136:181.