

Minimally Invasive Gynecology Milestones

These milestones have been developed to evaluate the ongoing progress of trainees in the Fellowship in Minimally Invasive Gynecology. The milestones aim to provide a framework for assessment of the essential skills and knowledge expected of a participant graduating from the fellowship and aid in the identification of any surgical or educational deficiencies with ample time for remediation. These milestones are not designed to cover all aspects of benign gynecologic surgery, but rather to help ensure that fellows graduating from each program will achieve competency with key surgical and clinical skills. These Milestones are not designed to be relevant in any other context.

Committee/Working Group

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Milestone reporting

The milestones are intended to be used by fellowship programs to aid with semi-annual fellow reviews and with reporting to AAGL. Milestones are knowledge, skills, attitudes, and other attributes organized in a developmental framework from less to more advanced. They are descriptors and targets for fellow performance as a fellow moves from entry into fellowship through graduation. The attributes measured include gynecologic knowledge, surgical skills, provider attitude, and additional attributes expected of fellows pursuing advanced training in Minimally Invasive Gynecology.

For each period, review and reporting will involve selecting milestone levels that best describe a fellow's current performance and attributes. Milestones are arranged into numbered levels. Tracking from Level 1 to Level 4 is synonymous with moving from novice to expert in the subspecialty. Each milestone is comprised of four levels, ranging from novice to advanced independent practitioner. These milestones will comprise one part of the accreditation process for each program, and a portion of the evaluation for graduation for each fellow.

Over each six month period, milestones will be recorded and discussed with the fellows to evaluate their surgical performance and attributes. All fellows will be expected to attain a level of 2 in the majority of milestones by the end of their first year and a 3 by the time they are preparing to graduate. Selection of a level implies that the fellow substantially demonstrates the milestones in that level, as well as those in lower levels, as follows:

Level 1: The fellow demonstrates milestones expected of an incoming fellow/recently graduated OBGYN resident

Level 2: The fellow is advancing and is performing at mid-fellowship level

Level 3: The fellow has advanced and is meeting the majority of milestones targeted for fellowship. (Level designated as graduation target.)

Level 4: The fellow has advanced beyond performance targets, is able to function mostly independently, and is demonstrating "aspirational" goals consistent with someone in practice for several years.

Milestones

PC 1: Surgical Care of Benign Gynecologic Conditions—Open techniques			
Level 1	Level 2	Level 3	Level 4
Independently selects appropriate open procedures for benign gynecologic conditions	Effectively assists in complex open gynecologic procedures (i.e. large uterus, frozen pelvis)	Effectively performs complex open gynecologic procedures, with supervision	Independently and proficiently performs complex open gynecologic procedures
Proficiently and safely performs benign straightforward gynecologic open procedures	Recognizes and develops management strategy for intra-operative complications, including conversion to an open procedure	Manages surgical complications, with supervision	Anticipates, diagnoses, and independently manages intra-operative surgical complications, including the decision to convert to an open approach
Identifies surgical complications and appropriately uses intra-operative consultation		Collaborates with and provides subspecialty-specific open surgical consultation to other members of the health care team, including conversion to an open approach, with supervision	Independently collaborates with and provides subspecialty-specific open surgical consultation to other members of the health care team
			Able to instruct residents in proper surgical techniques with minimal guidance
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Not yet achieved level 1: <input type="checkbox"/>			

PC 2: Surgical care of Benign Gynecologic Conditions: Minimally Invasive Techniques - Laparoscopy and/or Robotic Platform			
Level 1	Level 2	Level 3	Level 4
Independently selects appropriate minimally invasive surgical procedures for benign gynecologic conditions	Proposes appropriate MIS procedures for complex benign gynecologic conditions	Effectively performs complex MIS gynecologic procedures, with supervision	Independently and proficiently performs complex MIS gynecologic procedures
Proficiently and safely performs basic minimally invasive procedures (i.e. tubal sterilization, adnexectomy, hysterectomy, diagnostic laparoscopy)	Effectively assists during complex MIS procedures	Manages MIS-related surgical complications, with supervision	Anticipates, diagnoses, and independently manages intra-operative MIS-related complications
Identifies MIS-specific complications and appropriately uses intra-operative consultation	Recognizes and develops management strategies for MIS-related intraoperative complications	Collaborates with and provides subspecialty-specific MIS consultation to other members of the health care team, with supervision	Independently collaborates with and provides subspecialty-specific MIS surgical consultation to other members of the health care team
			Applies an evidence-based approach to innovative and complex MIS treatment plans for benign gynecologic conditions
			Able to instruct residents in proper surgical techniques with minimal guidance
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Not yet achieved level 1: <input type="checkbox"/>			

PC 3: Surgical care of Benign Gynecologic Conditions: Minimally Invasive Techniques - Vaginal Approach			
Level 1	Level 2	Level 3	Level 4
Independently considers vaginal surgical approach when appropriate for benign gynecologic conditions	Proficiently and safely performs straightforward vaginal hysterectomy	Effectively performs complex vaginal procedures, with supervision	Independently and proficiently performs complex vaginal procedures
Understands steps of vaginal hysterectomy and performs straightforward procedures independently	Effectively assists during complex vaginal procedures	Manages complications of vaginal surgery, with supervision	Anticipates, diagnoses, and independently manages intra-operative complications related to vaginal surgery
Identifies complications of vaginal hysterectomy and appropriately uses intra-operative consultation	Recognizes and develops management strategies for intraoperative complications of vaginal surgery	Collaborates with and provides subspecialty-specific consultation to other members of the health care team, with supervision	Independently collaborates with and provides subspecialty-specific surgical consultation to other members of the health care team
			Applies an evidence-based approach to innovative and complex treatment plans for benign gynecologic conditions surrounding vaginal surgery
			Able to instruct residents in proper surgical techniques with minimal guidance
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:		Not yet achieved level 1: <input type="checkbox"/>	

PC 4: Surgical care of Benign Gynecologic Conditions: Minimally Invasive Techniques - Hysteroscopy			
Level 1	Level 2	Level 3	Level 4
<p>Independently considers hysteroscopic approach when appropriate for benign gynecologic conditions</p> <p>Understands steps of hysteroscopic surgery and resection and performs straightforward procedures independently</p> <p>Identifies complications of hysteroscopy and outlines management strategies</p>	<p>Proficiently and safely performs straightforward hysteroscopic resections</p> <p>Recognizes and develops management strategies for intraoperative complications of hysteroscopy</p>	<p>Effectively performs complex hysteroscopic procedures, with supervision</p> <p>Manages complications of hysteroscopy, with supervision</p> <p>Collaborates with and provides subspecialty-specific consultation to other members of the health care team, with supervision</p>	<p>Independently and proficiently performs complex hysteroscopic procedures</p> <p>Anticipates, diagnoses, and independently manages intraoperative complications related to hysteroscopy</p> <p>Independently collaborates with and provides subspecialty-specific surgical consultation to other members of the health care team</p> <p>Applies an evidence-based approach to innovative and complex treatment plans for benign gynecologic conditions surrounding hysteroscopic surgery</p> <p>Able to instruct residents in proper surgical techniques with minimal guidance</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:		Not yet achieved level 1: <input type="checkbox"/>	

PC 5: Medical Management of Abnormal Uterine Bleeding			
Level 1	Level 2	Level 3	Level 4
<p>Demonstrates in-depth knowledge of the physiology of the normal menstrual cycle</p> <p>Demonstrates ability to formulate a differential diagnosis and perform initial evaluation and treatment plan for patients presenting with abnormal uterine bleeding</p> <p>Demonstrate the ability to utilize focused diagnostic approaches</p>	<p>Demonstrates an in-depth knowledge regarding patients presenting with typical abnormal uterine bleeding relevant to varying patterns of presentation, comprehensive treatment options, and refractory bleeding</p> <p>Manages patients with complex and atypical abnormal uterine bleeding with a comprehensive management plan, with supervision</p> <p>Demonstrates the ability to formulate comprehensive plans of management for patients with multiple and/or complex comorbidities</p>	<p>Independently manages patients with complex and atypical abnormal uterine bleeding</p> <p>Collaborates and provides consultation to other members of the health care team regarding abnormal uterine bleeding</p> <p>Leads a multidisciplinary team for care of patients with acute and chronic abnormal uterine bleeding</p>	<p>Applies innovative approaches to complex and atypical abnormal uterine bleeding and implements treatment plans based on emerging evidence</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Not yet achieved level 1: <input type="checkbox"/>			

PC 6: Perioperative Care, including Surgery on Special Populations			
Level 1	Level 2	Level 3	Level 4
<p>Assesses preoperative surgical risk and proposes a management plan to optimize surgical outcomes in benign gynecologic patients</p> <p>Anticipates, diagnoses, and manages medical disorders and surgical complications in benign gynecologic patients during the postoperative period</p>	<p>Identifies special patient populations which require supplemental preoperative assessment and individualized management strategies, according to their specific presentation or disease-state (i.e. obesity, BRCA+ status, adolescents)</p> <p>Recognizes medical disorders and surgical complications in patients with complex benign gynecologic conditions</p> <p>Proposes management strategies for medical disorders and surgical complications in patients with complex benign gynecologic conditions</p>	<p>Implements a plan to optimize surgical outcomes in special patient populations with complex benign gynecologic conditions, with supervision</p> <p>Participates in critical care management of gynecologic surgical patients with complex medical disorders, with supervision</p> <p>Collaborates with and provides subspecialty-specific consultation to other members of the peri-operative health care team, with supervision</p>	<p>Independently assesses pre-operative surgical risk and develops a plan to optimize surgical outcome in special patient populations with complex benign gynecologic conditions</p> <p>Independently collaborates with and provides subspecialty-specific consultation to other members of the peri-operative health care team, including critical care specialists</p> <p>Applies an evidence-based approach to innovative peri-operative management of surgically complex patients</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Not yet achieved level 1: <input type="checkbox"/>			

PC 7: Management of Leiomyomata			
Level 1	Level 2	Level 3	Level 4
<p>Demonstrate the ability to perform initial evaluation, formulate a focused differential diagnosis, and utilize focused diagnostic approaches for leiomyomata</p> <p>Formulate a comprehensive management plan, with assistance</p>	<p>Demonstrate an in-depth knowledge regarding evaluation, workup, and counseling of patients with leiomyomata</p> <p>Demonstrates the ability to formulate comprehensive management plans for patients based on age, anatomic location, symptoms, and reproductive desires</p>	<p>Collaborates and provides consultation to other members of the healthcare team regarding leiomyomata</p> <p>Independently implements comprehensive management plans for patients with leiomyomata, including surgical and medical management options</p>	<p>Independently and proficiently performs complex procedures on leiomyomata</p> <p>Anticipates, diagnoses, and independently manages intra-operative anatomic challenges and complications related to leiomyomata</p> <p>Independently collaborates with and provides subspecialty-specific surgical consultation to other members of the health care team</p> <p>Applies innovative approaches to leiomyomata and implements treatment plans based on emerging evidence</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Not yet achieved level 1: <input type="checkbox"/>			

PC 8: Management of Endometriosis

Level 1	Level 2	Level 3	Level 4
<p>Demonstrate the ability to perform initial evaluation, formulate a focused differential diagnosis, and utilize focused diagnostic approaches for endometriosis</p> <p>Formulate a comprehensive management plan, with assistance</p>	<p>Demonstrate an in-depth knowledge regarding evaluation, workup, and counseling of patients with endometriosis</p> <p>Demonstrates the ability to formulate comprehensive management plans for patients based on age, anatomic location, symptoms, and reproductive desires</p>	<p>Collaborates and provides consultation to other members of the healthcare team regarding endometriosis</p> <p>Independently implements comprehensive management plans for patients with endometriosis, including surgical and medical management options</p> <p>Consults other services appropriately for endometriosis related surgical issues</p>	<p>Independently and proficiently performs complex procedures for endometriosis</p> <p>Anticipates, diagnoses, and independently manages intra-operative anatomic challenges and complications related to endometriosis</p> <p>Independently collaborates with and provides subspecialty-specific surgical consultation to other members of the health care team</p> <p>Applies innovative approaches to leiomyomata and implements treatment plans based on emerging evidence</p>
□	□	□	□
<p>Comments: Not yet achieved level 1: □</p>			

PC 9: Management of Adnexal Pathology/Pelvic Mass			
Level 1	Level 2	Level 3	Level 4
<p>Demonstrate the ability to perform initial evaluation, formulate a focused differential diagnosis, and utilize focused diagnostic approaches for pelvic mass</p> <p>Formulate a comprehensive management plan, with assistance</p>	<p>Demonstrate an in-depth knowledge regarding evaluation, workup, and counseling of patients presenting with a pelvic mass relevant to varying patterns of presentation and comprehensive treatment options</p> <p>Demonstrate the ability to formulate comprehensive management plans for patients based on age, anatomic location, symptoms, and reproductive desires</p> <p>Determine the need for consultation, referral, or transfer of patients</p> <p>Demonstrates the ability to formulate comprehensive management plans for patients with multiple and/or complex comorbidities</p>	<p>Collaborates and provides consultation to other members of the healthcare team regarding pelvic mass</p> <p>Independently implements comprehensive management plans for patients with adnexal pathology, including surgical and medical management options</p> <p>Consults other services appropriately for surgical issues related to adnexal pathology</p>	<p>Applies innovative approaches to complex and atypical pelvic mass and implements treatment plans based on emerging evidence</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:		Not yet achieved level 1: <input type="checkbox"/>	

PC 10: Management of Pelvic Pain			
Level 1	Level 2	Level 3	Level 4
<p>Demonstrates ability to formulate a differential diagnosis and perform initial evaluation and treatment plan for patients presenting with acute or chronic pelvic pain</p> <p>Demonstrate the ability to utilize focused diagnostic approaches</p>	<p>Demonstrate an in-depth knowledge regarding patients presenting with acute or chronic pelvic pain relevant to varying patterns of presentation, treatment options, and refractory pelvic pain</p> <p>Manages patients with complex and atypical acute and chronic pelvic pain with a comprehensive management plan, with supervision</p> <p>Demonstrates the ability to formulate comprehensive plans of management for patients with multiple and/or complex comorbidities</p>	<p>Independently manages patients with complex and atypical acute and chronic pelvic pain</p> <p>Leads a multidisciplinary team for care of patients with acute or chronic pelvic pain</p>	<p>Applies innovative approaches to complex and atypical acute and chronic pelvic pain and implements treatment plans based on emerging evidence</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:		Not yet achieved level 1: <input type="checkbox"/>	

MK 1 (Anatomy)			
Level 1	Level 2	Level 3	Level 4
Demonstrates knowledge of basic pelvic anatomy to include major organs including neurovascular and musculoskeletal structures	Demonstrates knowledge of the vascular and nerve supply to each of the pelvic organs and structures, including the external genitalia, uterus, adnexa, ureter, bladder, and recto-sigmoid colon Demonstrates knowledge of normal retroperitoneal anatomy	Applies knowledge of normal pelvic and abdominal anatomy in the surgical setting Demonstrates knowledge of pelvic, retroperitoneal, and upper abdominal anatomy distorted by benign gynecologic conditions (i.e. endometriosis, fibroids, adnexal mass, adhesions, müllerian anomalies)	Applies knowledge of pelvic, retroperitoneal, and upper abdominal anatomy distorted by benign gynecologic conditions in a complex surgical setting Applies knowledge of anatomy when reviewing diagnostic studies
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Not yet achieved level 1: <input type="checkbox"/>			

MK 2: Menstrual Cycle Physiology and Management of Hormonal Intervention			
Level 1	Level 2	Level 3	Level 4
Understands basic reproductive physiology and describes hormonal changes under normal physiologic conditions	Effectively assists in diagnosing irregularities in menstrual function Recognizes and develops management strategy for irregularities related to menstrual dysfunction, including abnormal uterine bleeding, post-menopausal hormonal therapy, and endometriosis	Effectively develops treatment plans for irregularities related to menstrual dysfunction Manages irregularities related to menstrual dysfunction, including abnormal uterine bleeding, post-menopausal hormonal therapy, and endometriosis, with supervision Collaborates with and provides subspecialty-specific consultation to other members of the health care team, when appropriate	Independently and proficiently performs medical decision making related to menstrual dysfunction Anticipates, diagnoses, and independently manages complex medical situations related to menstrual dysfunction, including abnormal uterine bleeding, hormonal therapy, and endometriosis, when not responding to first-line intervention Independently collaborates with and provides subspecialty-specific consultation to other members of the health care team
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Not yet achieved level 1: <input type="checkbox"/>			

MK 3: Diagnostic Techniques and Treatment Planning			
Level 1	Level 2	Level 3	Level 4
<p>Demonstrates knowledge of basic imaging modalities used to evaluate patients with benign gynecologic conditions (e.g. ultrasound, HSG, MRI)</p> <p>Demonstrates knowledge of basic diagnostic techniques used to evaluate patients with benign gynecologic conditions (e.g. endometrial biopsy, colposcopy)</p>	<p>Applies knowledge of imaging modalities and diagnostic techniques to plan appropriate surgical or medical intervention for benign gynecologic conditions</p>	<p>Collaborates with radiologist or other specialists to determine which imaging modalities or diagnostic techniques would be most helpful in diagnosis and management plan</p>	<p>Applies knowledge of diagnostic techniques to formulate treatment plans in the most complex setting and adjusts treatment plans accordingly for patients with abnormal results</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Comments: Not yet achieved level 1: <input type="checkbox"/></p>			

MK 4: Congenital Anomalies			
Level 1	Level 2	Level 3	Level 4
<p>Demonstrates knowledge of basic imaging modalities used to evaluate patients with congenital anomalies (e.g. ultrasound, HSG, MRI)</p> <p>Demonstrates knowledge of basic diagnostic techniques used to evaluate patients with congenital anomalies</p>	<p>Applies knowledge of imaging modalities and diagnostic techniques to plan appropriate surgical or medical intervention for congenital anomalies</p>	<p>Collaborates with radiologist or other specialists to determine which imaging modalities or diagnostic techniques would be most helpful in diagnosis and management plan</p>	<p>Applies knowledge of pelvic, retroperitoneal, and upper abdominal anatomy in specific congenital anomalies to formulate comprehensive patient specific treatment plans</p> <p>Implements knowledge of congenital anomalies, results of evaluation, and patient factors to formulate complex comprehensive treatment plans for patients with congenital anomalies and utilizes this information in modifying the surgical approach</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Comments: Not yet achieved level 1: <input type="checkbox"/></p>			

MK 5: Pelvic Floor Disorders			
Level 1	Level 2	Level 3	Level 4
<p>Demonstrates the medical knowledge surrounding pelvic floor disorders in the diagnosis, evaluation, and counseling of these patients</p> <p>Performs systematic evaluation of the pelvic floor and orders appropriate testing with supervision</p> <p>Formulate a comprehensive management plan, with assistance</p>	<p>Applies knowledge of pelvic floor disorders to counsel patients regarding medical and surgical options for therapy</p> <p>Formulates a comprehensive treatment plan for patients with pelvic floor disorders</p>	<p>Collaborates with other specialists to determine which therapeutic modalities or diagnostic techniques would be most helpful in diagnosis and management plans of patients with complex pelvic floor disorders</p>	<p>Applies knowledge of pelvic floor disorders in a complex setting</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Comments: Not yet achieved level 1: <input type="checkbox"/></p>			

SBP1: Computer Systems			
Level 1	Level 2	Level 3	Level 4
Retrieves basic patient information from the electronic medical record (EMR)	Retrieves complex patient information from the EMR	Generates orders, communicates with referring physicians and trainees, and documents communication with patients	Uses EMR to its full potential, and facilitates integration of computer-based communication with team
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Not yet achieved level 1: <input type="checkbox"/>			

SBP2: Value-based Patient Care (Quality/Cost)			
Level 1	Level 2	Level 3	Level 4
Demonstrates knowledge of general obstetrics and gynecology guideline-based care (e.g., American College of Obstetricians and Gynecologists [ACOG] publications)	Demonstrates knowledge of guideline-based care specific to minimally invasive gynecology	Applies knowledge of guideline-based care specific to minimally invasive gynecology, with supervision	Independently applies knowledge of guideline-based care specific to minimally invasive gynecology
Demonstrates knowledge of the importance of providing cost-effective care	Demonstrates knowledge of cost related to diagnostic and treatment plans	Incorporates cost-awareness into the development of diagnostic and treatment plans, with supervision (e.g., formulary drugs, generic drugs, tailoring of diagnostic tests)	Independently incorporates cost-awareness into the development of diagnostic and treatment plans
Understands the diversity and roles of all members of the health care team	Demonstrates knowledge of personnel and resources needed to facilitate value-based (high quality, cost-effective) care	Coordinates personnel and resources to facilitate value-based care, with supervision	Independently coordinates personnel and resources to facilitate value-based care
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Not yet achieved level 1: <input type="checkbox"/>			

PBLI 1: Scholarly activity			
Level 1	Level 2	Level 3	Level 4
<p>Critically reviews and interprets publications with the ability to identify hypotheses, study aims, design, results, and limitations</p> <p>Demonstrates knowledge of commonly used study designs (e.g., randomized controlled trial [RCT], cohort, case- control)</p> <p>Demonstrates knowledge of basic principles underlying the ethical conduct of research and the protection of human subjects</p>	<p>Designs a hypothesis- driven or hypothesis- generating scholarly thesis, under the direction of a research mentor</p> <p>Demonstrates knowledge of advanced study designs and statistical methodology</p> <p>Applies the principles of ethics and good clinical practice to the protection of human subjects recruited to participate in research, as indicated</p>	<p>Executes a hypothesis- driven or hypothesis- generating scholarly thesis, under the direction of a research mentor</p> <p>Applies knowledge of advanced study design and statistical methodology to research, including a scholarly thesis</p> <p>Complies with research oversight regulations</p>	<p>Completes and defends a comprehensive written scholarly thesis that demonstrates:</p> <ul style="list-style-type: none"> -advanced research methodology and design -statistical analysis -synthesis of scientific literature, hypothesis testing, and descriptions of findings and results
<p>Comments: Not yet achieved level 1: <input type="checkbox"/></p>			

PBLI 2: Quality improvement (QI)			
Level 1	Level 2	Level 3	Level 4
<p>Identifies problems in health care delivery</p>	<p>Begins working on a QI project, either as an individual or as a team member</p>	<p>Continues to develop a QI project, employing methods to measure and analyze the data</p>	<p>Completes a QI project, either as an individual or team member</p> <p>Displays effective teamwork skills</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Comments: Not yet achieved level 1: <input type="checkbox"/></p>			

PROF 1: Professional ethics and accountability			
Level 1	Level 2	Level 3	Level 4
Demonstrates integrity, respect, honesty, and compassion	Is accountable in completion of duties, records, and patient care	Acknowledges errors with program director, faculty members, and/or patients	Serves as a role model for honesty, integrity, professionalism, and compassionate patient care
Is honest and truthful in all circumstances	Is sensitive and responsive to diverse patient population and needs, regardless of gender, age, race, sexual orientation, religion, or disabilities	Responds well to constructive criticism	Demonstrates commitment to self- improvement
Understands HIPAA policies and appropriate use concepts	Demonstrates knowledge of regulations for billing and coding	Takes on responsibility related to learning, coordination of care, patient care, Continuous Quality Improvement (CQI), and compliance issues	Prioritizes and advocates for patient needs over self- interest
Demonstrates timeliness in completion of assigned rotations, reports, state licensure, and duties			Operates professionally and independently in various educational and patient care environments
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Not yet achieved level 1: <input type="checkbox"/>			

PROF 2: Compassion, Integrity, and Respect for Others			
Level 1	Level 2	Level 3	Level 4
<p>Understands the importance of compassion, integrity, and respect for others</p> <p>Demonstrates sensitivity and responsiveness to patients</p>	<p>Consistently shows compassion, integrity, and respect in typical situations with patients, peers, and members of the health care team</p> <p>Consistently demonstrates sensitivity and responsiveness to diversity of patients' ages, cultures, races, religions, abilities, or sexual orientations</p> <p>Accepts constructive feedback to improve his or her ability to demonstrate compassion, integrity, and respect for others</p>	<p>Consistently shows compassion, integrity, and respect for patients who decline medical advice, request un-indicated tests or treatments, or have psychiatric comorbidities, and for team members experiencing conflict or high stress</p> <p>Modifies his or her own behavior based on feedback to improve his or her ability to demonstrate compassion, integrity, and respect for others</p>	<p>Consistently models compassion, integrity, and respect for others</p> <p>Coaches others to improve compassion, integrity, and respect for patients</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Comments: Not yet achieved level 1: <input type="checkbox"/></p>			

ICS 1: Teamwork and Communication with Physicians and Other Health Professionals			
Level 1	Level 2	Level 3	Level 4
Understands the importance of relationship development, information gathering and sharing, and teamwork	Demonstrates an understanding of the roles of health care team members, and communicates effectively within the team	Works effectively in interprofessional and interdisciplinary health care teams	Leads interprofessional and interdisciplinary health care teams to achieve optimal outcomes
	Demonstrates an understanding of transitions of care and team debriefing	Participates in effective transitions of care and team debriefing Communicates effectively with physicians and other health care professionals regarding patient care	Leads effective transitions of care and team debriefing Responds to requests for consultation in a timely manner, and communicates recommendations to the requesting team
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:		Not yet achieved level 1: <input type="checkbox"/>	

ICS 2: Communication with Patients and Families			
Level 1	Level 2	Level 3	Level 4
Demonstrates adequate listening skills Communicates effectively in routine clinical situations	Checks for patient and family understanding of illness and management plan Allows for opportunities for patient questions Maintains communication with patient and family regarding plan of care	Communicates effectively with patients and families across a broad range of socio-economic and cultural backgrounds Communicates effectively in stressful, emergent, and complex situations (e.g., complications, poor prognosis, patient death)	Role models effective communication Capable of informing patients and families about a medical error that caused harm
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Not yet achieved level 1: <input type="checkbox"/>			