

The Obstetrics and Gynecology Milestone Project

The Milestones provide a framework for the assessment of the development of the resident physician in key dimensions of the elements of physician competency in a specialty or subspecialty. The Milestones are designed only for use in evaluation of resident physicians in the context of their participation in Accreditation Council for Graduate Medical Education (ACGME)–accredited residency or fellowship programs. They neither represent the entirety of the dimensions of the 6 domains of physician competency, nor are they designed to be relevant in any other context.

The authors, all of whom participated in Milestone development as members of the Obstetrics and Gynecology Milestone Working Group, wish to thank the members of the Obstetrics and Gynecology Framing Group for their contributions to this work: Haywood L. Brown, MD; Tamara T. Chao, MD; Missy Fleming, PhD; Diane Hartmann, MD; Frank Ling, MD; Krista Reagan, MD; Jeffrey M. Rothenberg, MD; Andrew Satin, MD; Howard Shaw, MD; David Soper, MD; Ronald C. Strickler, MD; and Susan Swing, PhD.

Milestone Reporting

This document presents Milestones designed for programs to use in semiannual review of resident performance and reporting to the ACGME. Milestones are knowledge, skills, attitudes, and other attributes for each of the ACGME competencies organized in a developmental framework from less to more advanced. They are descriptors and targets for resident performance as a resident moves from entry into residency through graduation. In the initial years of implementation, the Review Committee will examine Milestone performance data for each program's residents as 1 element in the Next Accreditation System (NAS) to determine whether residents overall are progressing.

For each period, review and reporting will involve selecting Milestone levels that best describe each resident's current performance and attributes. Milestones are arranged into numbered levels. Tracking from Level 1 to Level 5 is synonymous with moving from novice to expert. These levels do not correspond with postgraduate year of education. Selection of a level implies that the resident

substantially demonstrates the Milestones in that level, as well as those in lower levels (see FIGURE).

- Level 1:** The resident demonstrates Milestones expected of an incoming resident.
- Level 2:** The resident is advancing and demonstrates additional Milestones, but is not yet performing at a midresidency level.
- Level 3:** The resident continues to advance and demonstrate additional Milestones, consistently including the majority of Milestones targeted for residency.
- Level 4:** The resident has advanced so that he or she now substantially demonstrates the Milestones targeted for residency. This level is designed as the graduation target.
- Level 5:** The resident has advanced beyond performance targets set for residency and is demonstrating aspirational goals that might describe the performance of someone who has been in practice for several years. It is expected that only a few exceptional residents will reach this level.

Additional Notes

Level 4 is designed as the graduation *target* but *does not* represent a graduation *requirement*. Making decisions about readiness for graduation is the purview of the residency program director. Study of Milestone performance data will be required before the ACGME and its partners will be able to determine whether Milestones in the first 4 levels appropriately represent the developmental framework and whether Milestone data are of sufficient quality to be used for high-stakes decisions.

Examples are provided with some Milestones. Please note that the examples are not the required element or outcome; they are provided as a way to share the intent of the element.

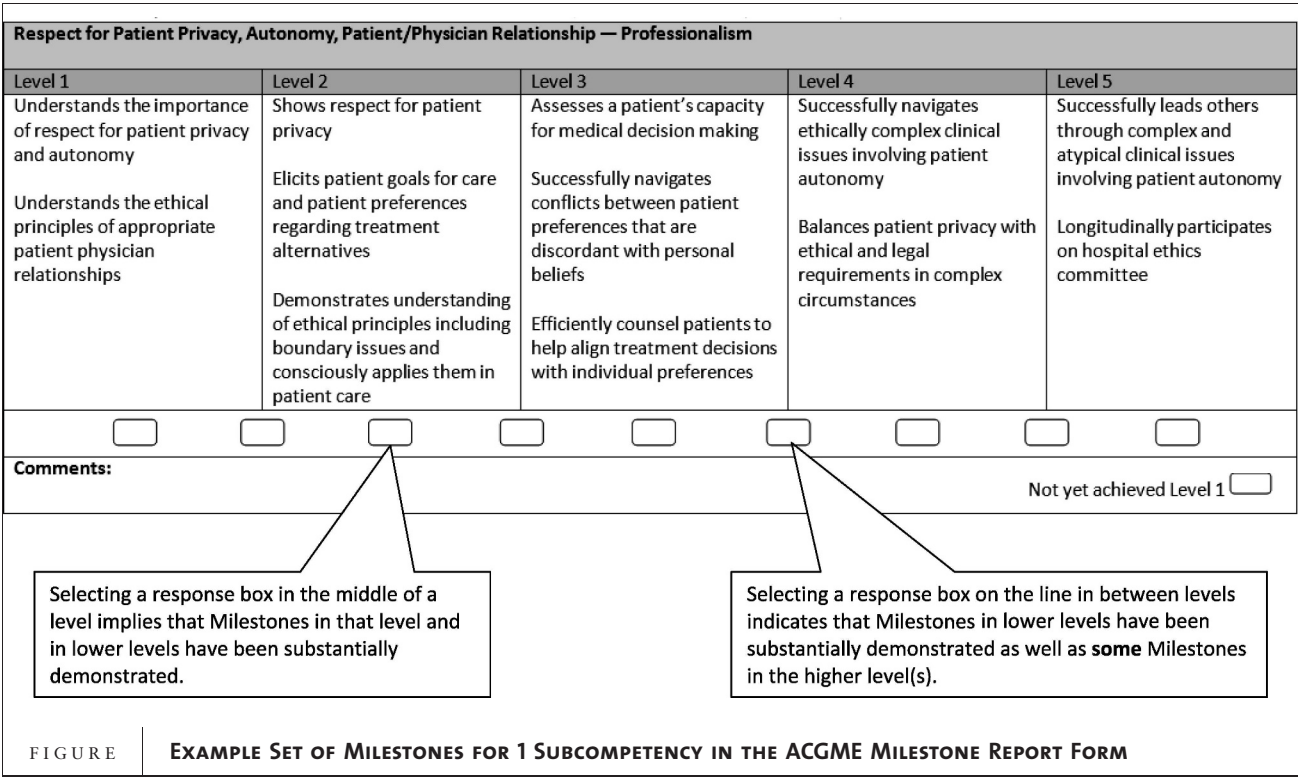
Some Milestone descriptions include statements about performing independently. These activities must occur in conformity with the ACGME supervision guidelines as well as institutional and program policies. For example, a resident who performs a procedure independently must, at a minimum, be supervised through oversight.

ACGME Milestone Report Form

The FIGURE presents an example set of Milestones for 1 subcompetency in the same format as the

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ACGME Milestone Report Form. For each reporting period, a resident’s performance on the Milestones for each subcompetency will be indicated by 1 of the following:

- Selecting the level of Milestones that best describes that resident’s performance in relation to the Milestones, or
- For Patient Care and Medical Knowledge Milestones, selecting the option that says the resident has “not yet rotated,” or
- For Interpersonal and Communication Skills, Practice-Based Learning and Improvement, Professionalism, and Systems-Based Practice, selecting the option that says the resident has “Not Yet Achieved Level 1.”

Obstetrics Milestones

TABLE 1 ANTEPARTUM CARE AND COMPLICATIONS OF PREGNANCY—PATIENT CARE 1

Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates basic knowledge of normal obstetrical care and common medical complications seen in pregnancy	Provides complete antepartum care for women with uncomplicated pregnancies Recognizes basic risk factors, symptoms, and signs of common medical complications (eg, hypertension, diabetes, infectious diseases) Recognizes basic risk factors, symptoms, and signs of common obstetrical conditions (eg, postterm gestation, abnormal placenta, third-trimester bleeding)	Manages common medical complications (eg, hypertension, diabetes, infectious diseases) Manages common obstetrical complications (eg, previous cesarean delivery, abnormal fetal growth, multifetal gestation)	Demonstrates a comprehensive understanding of the varying patterns of presentation and treatment options for a variety of medical and obstetrical complications Recognizes atypical presentations of medical and obstetrical complications; identifies indications for consultation, referral, and/or transfer of care for patients with medical and obstetrical complications Effectively supervises and educates lower-level residents in antepartum care Collaborates and provides consultation to other members of the health care team in antepartum care	Manages patients with complex and atypical medical and obstetrical complications Applies innovative approaches to complex and atypical antepartum conditions and implements treatment plans based on emerging evidence

TABLE 2 CARE OF PATIENTS IN THE INTRAPARTUM PERIOD—PATIENT CARE 2

Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates basic knowledge of routine/uncomplicated intrapartum obstetrical care, including conduct of normal labor	Provides intrapartum obstetrical care for women with uncomplicated pregnancies (eg, identification of fetal lie, interpretation of fetal heart rate monitoring, and tocodynamometry) Differentiates between normal and abnormal labor Recognizes intrapartum complications (eg, chorioamnionitis, shoulder dystocia)	Manages abnormal labor Manages intrapartum complications (eg, cord prolapse, placental abruption)	Provides care for women with complex intrapartum complications and conditions Identifies indications for consultation, referral, and/or transfer of care for patients with intrapartum complications Effectively supervises and educates lower-level residents in intrapartum care Collaborates and provides consultation to other members of the health care team in intrapartum care	Applies innovative approaches to complex and atypical intrapartum conditions and implements treatment plans based on emerging evidence

TABLE 3 CARE OF PATIENTS IN THE POSTPARTUM PERIOD—PATIENT CARE 3					
Level 1	Level 2	Level 3	Level 4	Level 5	
Demonstrates basic knowledge of normal postpartum care	Provides postpartum care, including lactation counseling, for women with uncomplicated pregnancies Recognizes basic risk factors, symptoms, and signs of common postpartum complications (eg, postpartum hemorrhage, infection, venous thromboembolism, depression)	Manages common postpartum complications Correctly interprets the results of obstetrics pathology and laboratory reports to ascertain the etiology of obstetrical outcomes	Manages patients with complex complications of the postpartum period (eg, septic pelvic thrombophlebitis, pulmonary embolism) Determines the need for consultation, referral, or transfer for patients with complex complications in the postpartum period Counsels patients about the risk of recurrence of antepartum, intrapartum, and postpartum complications (eg, preeclampsia, preterm delivery, shoulder dystocia, depression) Effectively supervises and educates lower-level residents in postpartum care Collaborates and provides consultation to other members of the health care team in postpartum care	Applies innovative approaches to complex and atypical postpartum conditions and implements treatment plans based on emerging evidence	

TABLE 4 OBSTETRICAL TECHNICAL SKILLS—PATIENT CARE 4

Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates basic surgical principles, including use of universal precautions and aseptic technique Performs basic procedures, including speculum examination and cervical examination	Performs basic obstetrical skills, including ■ assessment of cervical dilation ■ spontaneous vaginal delivery ■ ultrasound for assessment of fetal number, lie, presentation, viability, and placental location	Performs obstetrical procedures, including ■ ultrasound to obtain fetal biometry ■ biophysical profile ■ repair of second-degree perineal or vaginal lacerations ■ primary cesarean delivery ■ uterine evacuation in the second trimester (eg, induction, postpartum curettage)	Educates and supervises lower-level residents in performing obstetrical procedures Collaborates and provides consultation to other members of the health care team in performing obstetrical procedures Performs complex obstetrical procedures, including ■ operative vaginal delivery ■ repair of third- and fourth-degree perineal lacerations ■ repeat cesarean delivery ■ cervical cerclage ■ breech vaginal delivery (including second twins) ■ cystotomy repair ■ surgical management of postpartum hemorrhage (eg, cesarean hysterectomy, peripartum hysterectomy) Manages and repairs uterine rupture or perforation	Applies innovative and complex approaches to obstetrical care and implements treatment plans based on emerging evidence

TABLE 5 IMMEDIATE CARE OF THE NEWBORN—PATIENT CARE 5

Level 1	Level 2	Level 3	Level 4	Level 5
Performs initial warming and drying of a nondepressed infant	Demonstrates the performance of Apgar testing Identifies an infant in need of resuscitation	Performs initial resuscitation of a depressed infant Alerts appropriate team for assistance	Is capable of performing neonatal resuscitation that does not include administration of medications (may be demonstrated by satisfactory completion of the Neonatal Resuscitation Program Provider Course [including hands-on skills stations and simulation] and receipt of a Provider Course Completion Card)	Manages both the resuscitation and the team in caring for infants who require resuscitation

Gynecology Milestones

GYNECOLOGY TECHNICAL SKILLS: LAPAROTOMY (EG, HYSTERECTOMY, MYOMECTOMY, ADNEXECTOMY)—PATIENT CARE 6				
TABLE 6	Level 1	Level 2	Level 3	Level 4
	Demonstrates knowledge of basic abdominal and pelvic anatomy Demonstrates basic surgical principles, including use of universal precautions and aseptic technique Positions patient appropriately for surgery	Works effectively as a surgical assistant Performs simple abdominal incision and closure Demonstrates basic surgical skills, including • knot tying • simple suturing • suture and staple removal	Demonstrates appropriate tissue handling, request for instruments, and flow of the procedure Understands and uses various forms of energy sources used in surgery Performs uncomplicated gynecologic procedures Recognizes surgical complications and formulates an initial management plan	Independently performs gynecologic procedures Demonstrates good intraoperative decision making, including the ability to modify a surgical plan based on operative findings Recognizes and manages surgical complications, including the appropriate use of intraoperative consultation Applies an evidence-based approach to the adoption of new technologies Effectively supervises and educates lower-level residents regarding laparotomy Collaborates and provides consultation to other members of the health care team regarding laparotomy
				Applies innovative and complex approaches to laparotomy and implements treatment plans based on emerging evidence

GYNECOLOGY TECHNICAL SKILLS: VAGINAL SURGERY (EG, VAGINAL HYSTERECTOMY, COLPORRHAPHY, MID-URETHRAL SLING)—PATIENT CARE 7				
TABLE 7	Level 1	Level 2	Level 3	Level 4
	Demonstrates knowledge of basic pelvic anatomy Demonstrates basic surgical principles, including use of universal precautions and aseptic technique Positions patient appropriately for surgery	Works effectively as a surgical assistant Performs simple vaginal or vulvar incision and repair Demonstrates basic surgical skills, including • knot tying • simple suturing	Demonstrates appropriate tissue handling, request for instruments, and flow of the procedure Understands and uses various forms of energy sources used in surgery Performs uncomplicated procedures Recognizes surgical complications and formulates an initial management plan	Independently performs vaginal procedures Demonstrates good intraoperative decision making, including the ability to modify a surgical plan based on operative findings Recognizes and manages surgical complications by using appropriate techniques, including intraoperative consultation Applies an evidence-based approach to the adoption of new technologies Effectively supervises and educates lower-level residents regarding vaginal surgery Collaborates and provides consultation to other members of the health care team regarding vaginal surgery
				Applies innovative and complex approaches to vaginal surgery and implements treatment plans based on emerging evidence

TABLE 8 GYNECOLOGY TECHNICAL SKILLS: ENDOSCOPY (LAPAROSCOPY, HYSTEROSCOPY, CYSTOSCOPY)—PATIENT CARE 8

Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates basic understanding of abdominal and pelvic anatomy Demonstrates basic surgical principles, including use of universal precautions and aseptic technique Positions patient appropriately for surgery	Assembles endoscopic instruments and checks proper functioning Performs proper insertion of endoscopic instruments Demonstrates an understanding of the indications for endoscopy	Performs diagnostic procedures Performs operative procedures Demonstrates appropriate tissue handling, request for instruments, and flow of the procedure Uses various forms of energy sources used in surgery Recognizes complications and formulates an initial management plan	Performs operative endoscopy independently (eg, hysterectomy, myomectomy) Demonstrates good intraoperative decision making, including the ability to modify a surgical plan based on operative findings Recognizes and manages surgical complications by using appropriate techniques, including intraoperative consultation Applies an evidence-based approach to the adoption of new technologies Effectively supervises and educates lower-level residents regarding endoscopy Collaborates and provides consultation to other members of the health care team regarding endoscopy	Applies innovative and complex approaches to endoscopy and implements treatment plans based on emerging evidence

TABLE 9 PERIOPERATIVE CARE—MEDICAL KNOWLEDGE 1

Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates knowledge of basic abdominal and pelvic anatomy	Demonstrates knowledge of ■ relevant surgical anatomy ■ common procedural indications ■ comorbidities relevant to gynecologic surgery ■ prophylactic strategies to reduce postoperative complications	Demonstrates knowledge about the management of ■ medical comorbidities relevant to gynecologic surgery ■ appropriate procedural options for the relevant gynecologic condition	Demonstrates advanced knowledge necessary for management of medically complex patients Demonstrates the ability to recognize and manage perioperative complications Effectively supervises and educates lower-level residents regarding perioperative care Collaborates and provides consultation to other members of the team regarding perioperative care Manages or comanages critically ill patients requiring care in an intensive care unit	Applies innovative approaches to complex and atypical perioperative care and implements treatment plans based on emerging evidence

ABDOMINAL/PELVIC PAIN (ACUTE AND CHRONIC)—MEDICAL KNOWLEDGE 2					
TABLE 10					
Level 1	Level 2	Level 3	Level 4	Level 5	
Demonstrates a basic understanding of patients presenting with abdominal/pelvic pain regarding ▪ risk factors ▪ signs and symptoms	Demonstrates the ability to formulate a differential diagnosis Demonstrates an understanding of initial ▪ evaluation ▪ treatment options	Demonstrates the ability to ▪ utilize focused diagnostic approaches ▪ formulate comprehensive management plans	Demonstrates an in-depth knowledge of patients presenting with abdominal and pelvic pain regarding ▪ varying patterns of presentation ▪ treatment options ▪ refractory pelvic pain Manages patients with complex and atypical chronic pelvic pain Demonstrates the ability to formulate comprehensive plans of management for patients with multiple and/or complex comorbidities	Leads a multidisciplinary team for care of patients with chronic pelvic pain Applies innovative approaches to complex and atypical abdominal/pelvic pain and implements treatment plans based on emerging evidence	

ABNORMAL UTERINE BLEEDING (ACUTE AND CHRONIC)—MEDICAL KNOWLEDGE 3				
Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates basic knowledge about what constitutes normal and abnormal uterine bleeding Verbalizes the phases of the normal menstrual cycle	Demonstrates the ability to formulate a differential diagnosis Demonstrates an understanding of initial ▪ evaluation ▪ treatment options	Demonstrates in-depth knowledge of the physiology of the normal menstrual cycle Demonstrates the ability to ▪ utilize focused diagnostic approaches ▪ formulate a comprehensive management plan	Demonstrates an in-depth knowledge of patients presenting with abnormal uterine bleeding regarding ▪ varying patterns of presentation ▪ comprehensive treatment options ▪ refractory bleeding Demonstrates the ability to formulate comprehensive management plans for patients with multiple and/or complex comorbidities Effectively supervises and educates lower-level residents regarding abnormal uterine bleeding Collaborates and provides consultation to other members of the health care team regarding abnormal uterine bleeding	Applies innovative approaches to complex and atypical abnormal uterine bleeding and implements treatment plans based on emerging evidence

TABLE 12 PELVIC MASS—MEDICAL KNOWLEDGE 4

Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates a basic understanding of patients presenting with a pelvic mass, including ■ differential diagnosis ■ signs and symptoms	Demonstrates the ability to formulate a focused differential diagnosis Demonstrates an understanding of initial ■ evaluation ■ treatment options	Demonstrates the ability to ■ utilize focused diagnostic approaches ■ formulate a comprehensive management plan	Demonstrates an in-depth knowledge of patients presenting with a pelvic mass regarding ■ varying patterns of presentation ■ comprehensive treatment options Determines the need for consultation, referral, or transfer of patients Demonstrates the ability to formulate comprehensive management plans for patients with multiple and/or complex comorbidities Effectively supervises and educates lower-level residents regarding pelvic mass Collaborates and provides consultation to other members of the health care team regarding pelvic mass	Applies innovative approaches to complex and atypical pelvic mass and implements treatment plans based on emerging evidence

TABLE 13 PELVIC FLOOR DISORDERS (URINARY INCONTINENCE, PELVIC PROLAPSE, ANAL INCONTINENCE)—MEDICAL KNOWLEDGE 5

Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates basic knowledge of normal pelvic floor anatomy	Demonstrates knowledge of basic pelvic floor physiology and functional anatomy Demonstrates a basic understanding of patients presenting with pelvic floor disorders relevant to ■ risk factors ■ symptoms ■ physical examination findings Demonstrates the ability to formulate a differential diagnosis	Demonstrates knowledge of abnormal pelvic floor anatomy and physiology Demonstrates an understanding of patients presenting with pelvic floor disorders relevant to ■ evaluation and interpretation of results ■ treatment options Formulates an initial plan of management for patients with uncomplicated pelvic floor disorders	For patients with uncomplicated pelvic floor disorders is able to ■ utilize focused diagnostic approaches ■ use nonsurgical and surgical therapies ■ formulate comprehensive management plans for patients with comorbidities ■ determine the need for consultation, referral, or transfer of patients	Effectively supervises and educates lower-level residents regarding complex and atypical pelvic floor disorders Collaborates and provides consultation to other members of the health care team regarding pelvic floor disorders Treats patients with complicated, atypical, or recurrent pelvic floor disorders Applies innovative approaches to complex and atypical pelvic floor disorders and implements treatment plans based on emerging evidence

FIRST-TRIMESTER BLEEDING—MEDICAL KNOWLEDGE 6				
Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates basic understanding of normal early pregnancy development, including implantation, early embryology, and placental development	Demonstrates the ability to formulate a differential diagnosis (eg, ectopic pregnancy, spontaneous abortion, nonobstetric etiologies)	Counsels patients regarding natural history and treatment options Utilizes nonsurgical and surgical methods to manage patients with ▪ ectopic pregnancy ▪ abortion (spontaneous, induced) ▪ other etiologies Demonstrates an understanding of complications related to first-trimester bleeding and its management	Manages patients with complications of first-trimester bleeding or its management (eg, hemorrhage, infection) Effectively supervises and educates lower-level residents regarding first-trimester bleeding Collaborates and provides consultation to other members of the health care team regarding first-trimester bleeding	Applies innovative approaches to complex or atypical first-trimester bleeding and implements treatment plans based on emerging evidence

Office Practice Milestones

FAMILY PLANNING—PATIENT CARE 9					
TABLE 15					
Level 1	Level 2	Level 3	Level 4	Level 5	
Verbalizes basic knowledge about common contraceptive options	Demonstrates a basic understanding of the effectiveness, risks, benefits, complications, and contraindications of contraception, including emergency contraception and pregnancy termination	Counsels on the effectiveness, risks, benefits, and contraindications of available forms of contraception Counsels on the effectiveness, risks, benefits, and contraindications for male and female sterilization Performs intrauterine and implantable contraceptive placement Demonstrates ability to perform basic first-trimester uterine evacuation (medical and surgical)	Formulates comprehensive management plans for patients with medical diseases that complicate their use of contraceptive methods Manages complications of contraceptive methods and pregnancy termination Determines the need for consultation, referral, or transfer of patients with complex complications Demonstrates ability to perform basic second-trimester uterine evacuation (medical and surgical)	Applies innovative and complex approaches to family planning and implements treatment plans based on emerging evidence	

TABLE 16 AMBULATORY GYNECOLOGY—PATIENT CARE 10

Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates basic knowledge about common ambulatory gynecologic problems	Performs the initial assessment, formulates a differential diagnosis, and initiates treatment for common ambulatory gynecologic problems (eg, sexually transmitted infections, vaginitis)	Formulates management plans and initiates treatment for complex ambulatory gynecologic problems (eg, cervical dysplasia, infertility, ovulatory disorders, breast disorders) Performs colposcopy, basic gynecologic ultrasound, and other indicated office procedures	Effectively cares for patients with complex presentations (eg, refractory to initial management, unusual presentations, complications) Uses a multidisciplinary approach and makes appropriate referrals when caring for patients with complex ambulatory gynecologic problems (eg, sexual dysfunction, menopausal symptoms, vulvovaginal syndromes and lesions) Leads an interprofessional team by performing such functions as supervision, education, and coordination of care Monitors his or her own outcomes to improve practice	Applies innovative approaches to complex and atypical ambulatory gynecology and implements treatment plans based on emerging evidence Understands and applies principles of office management (eg, billing)

TABLE 17 CARE OF THE PATIENT WITH NONREPRODUCTIVE MEDICAL DISORDERS—PATIENT CARE 11

Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates an understanding of common nonreproductive medical disorders	Performs history and physical, forms a differential diagnosis, and evaluates for common nonreproductive medical disorders (eg, chronic hypertension, obesity, depression)	Interprets test results and screens for related conditions of nonreproductive medical disorders (eg, metabolic syndrome, BRCA mutation, eating disorders) Initiates management for common nonreproductive disorders (eg, hypertension, diabetes)	Initiates management plans for patients with complex nonreproductive medical disorders (eg, osteoporosis, metabolic syndrome, BRCA mutation, eating disorders, human immunodeficiency virus infection) and provides referrals	Provides ongoing, comprehensive care for patients with complex and atypical nonreproductive medical disorders

Medical Knowledge

TABLE 18 HEALTH CARE MAINTENANCE AND DISEASE PREVENTION—MEDICAL KNOWLEDGE 7					
Level 1	Level 2	Level 3	Level 4	Level 5	
Demonstrates knowledge of the characteristics of a good screening test Demonstrates knowledge of indications and limitations of commonly used screening tests	Demonstrates knowledge of evidence-based, age-appropriate guidelines for women's health maintenance and disease prevention (eg, breast screening, cervical cancer screening) Recommends age- and risk-appropriate vaccinations	Interprets age- and risk-appropriate tests (eg, bone mineral density, mammogram, lipids, thyroid studies) Develops patient-centered management plans to maintain health and prevent disease	Formulates comprehensive management plans for high-risk patients (eg, vulnerable populations) Monitors his or her own outcomes to improve practice	Manages patients with highly complex medical diseases for health care maintenance and disease prevention Applies innovative and complex approaches to health care maintenance and disease prevention and implements treatment plans based on emerging evidence	

Systems-Based Practice Milestones

TABLE 19 PATIENT SAFETY AND SYSTEMS APPROACH TO MEDICAL ERRORS: PARTICIPATE IN IDENTIFYING SYSTEM ERRORS AND IMPLEMENTING POTENTIAL SYSTEMS SOLUTIONS—SYSTEMS-BASED PRACTICE 1					
Level 1	Level 2	Level 3	Level 4	Level 5	
Recognizes limitations and failures of a team approach (eg, handoffs, miscommunication) in health care as the leading cause of preventable patient harm	Demonstrates knowledge of institutional surveillance systems to monitor for patient safety (eg, surgical-site infection, medical error reporting) Participates in "time-out" Appropriately utilizes checklists to promote patient safety (eg, medication reconciliation) Demonstrates knowledge of the epidemiology of medical errors and the differences between near misses, medical errors, and sentinel events	Participates in patient safety reporting and analyzing systems Participates in team drills Demonstrates knowledge of national patient safety standards, as well as their use/application in the institution	Reports errors and near misses to the institutional surveillance system and superiors Recognizes when root cause analysis is necessary and is capable of participating in root cause analysis Actively participates in quality improvement (QI)/patient safety projects	Contributes to peer-reviewed medical literature Organizes and leads institutional QI/patient safety projects	

TABLE 20 COST-EFFECTIVE CARE AND PATIENT ADVOCACY—SYSTEMS-BASED PRACTICE 2

Level 1	Level 2	Level 3	Level 4	Level 5
Understands the importance of providing cost-effective care Understands the role of physicians in advocating for appropriate women's health care	Is aware of common socioeconomic barriers that affect patient care Demonstrates an awareness of the need for coordination of patient care and patient advocacy	Incorporates cost awareness into clinical judgment and decision making Coordinates and advocates for needed resources to facilitate patient care (eg, effective discharge planning)	Practices cost-effective care (eg, formulary drugs, generic drugs, tailoring of diagnostic tests) Analyzes patient care options from a quality-of-life/cost-of-care perspective, and includes inpatient counseling Effectively communicates within his or her own hospital/clinic to advocate for patient needs	Participates in advocacy or health care legislation locally, regionally, or nationally Effectively communicates within health care systems to advocate for the needs of patient populations Demonstrates an understanding of the political economics of health care legislation locally, regionally, and nationally

Practice-Based Learning and Improvement Milestones

TABLE 21 SELF-DIRECTED LEARNING/CRITICAL APPRAISAL OF MEDICAL LITERATURE—PRACTICE-BASED LEARNING AND IMPROVEMENT 1

Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates an understanding of critical appraisal of the literature Demonstrates responsiveness to constructive feedback	Identifies resources (eg, texts, search engines) to answer questions while providing patient care Recognizes limits of knowledge, expertise, and technical skills Describes commonly used study designs (eg, randomized controlled trial, cohort, case-control, cross-sectional)	Applies patient-appropriate evidence-based information from review articles or guidelines on common topics in practice Critically reviews and interprets the literature and has the ability to identify study aims, hypotheses, design, and biases	Tailors evidence-based practice according to the values and preferences of each patient Reads the current literatures, assesses its strength of evidence, and applies it to one's own practice Analyzes his or her own outcomes compared with national standards	Designs a hypothesis-driven or hypothesis-generating study Contributes to peer-reviewed medical literature

TABLE 22 QUALITY IMPROVEMENT PROCESS: SYSTEMATICALLY ANALYZE PRACTICE USING QUALITY IMPROVEMENT (QI) METHODS AND IMPLEMENT CHANGES WITH THE GOAL OF PRACTICE IMPROVEMENT—PRACTICE-BASED LEARNING AND IMPROVEMENT 2

Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates commitment to self-evaluation, lifelong learning, and patient safety	Demonstrates understanding of the basic concepts of QI Reads appropriate information, as assigned by the program or related to patient-specific topics Understands level of evidence for patient care recommendations	References and utilizes national standards or guidelines in patient care plans Identifies quality of care issues within his or her own practice with a systems-based approach	Participates in departmental or institutional QI process/committees Implements changes with a goal of practice improvement	Analyzes department or institutional outcomes Contributes to peer-reviewed medical literature Organizes and leads effective institutional QI/patient safety projects

Professionalism Milestones

TABLE 2.3 COMPASSION, INTEGRITY, AND RESPECT FOR OTHERS—PROFESSIONALISM 1				
Level 1	Level 2	Level 3	Level 4	Level 5
Understands the importance of compassion, integrity, and respect for others Demonstrates sensitivity and responsiveness to patients	Consistently shows compassion, integrity, and respect in typical situations with patients, peers, and members of the health care team Consistently demonstrates sensitivity and responsiveness to diversity of patients' ages, cultures, races, religions, abilities, or sexual orientations Accepts constructive feedback to improve his or her ability to demonstrate compassion, integrity, and respect for others	Consistently shows compassion, integrity, and respect for patients who decline medical advice, request unindicated tests or treatments, or have psychiatric comorbidities as well as for team members in circumstances of conflict or high stress Modifies his or her behavior based on feedback to improve the ability to demonstrate compassion, integrity, and respect for others	Consistently models compassion, integrity, and respect for others Coaches others to improve compassion, integrity, and respect for patients	Assumes long-term or leadership role in community outreach activities to improve the health of vulnerable populations

TABLE 2.4 ACCOUNTABILITY AND RESPONSIVENESS TO THE NEEDS OF PATIENTS, SOCIETY, AND THE PROFESSION—PROFESSIONALISM 2				
Level 1	Level 2	Level 3	Level 4	Level 5
Understands that physicians are accountable to patients, society, and the profession Acts with honesty and truthfulness	Is consistently punctual for clinical assignments and responsive to requests for assistance; completes administrative duties (eg, medical records, reports) on time and without reminders Understands the signs and symptoms of fatigue, stress, and substance abuse	Serves as an example for others in punctuality, responsiveness, and timely completion of duties Recognizes signs and symptoms of fatigue, stress, and substance abuse	Coaches others to improve punctuality and responsiveness; offers assistance to ensure that patient care duties are completed in a timely fashion Demonstrates self-awareness of fatigue and stress and mitigates the effects	Participates in institutional or community peer counseling related to professionalism

TABLE 2.5 RESPECT FOR PATIENT PRIVACY, AUTONOMY, PATIENT-PHYSICIAN RELATIONSHIP—PROFESSIONALISM 3				
Level 1	Level 2	Level 3	Level 4	Level 5
Understands the importance of respect for patient privacy and autonomy Understands the ethical principles of appropriate patient-physician relationships	Shows respect for patient privacy Elicits patient goals for care and patient preferences regarding treatment alternatives Demonstrates an understanding of ethical principles, including boundary issues, and consciously applies them in patient care	Assesses a patient's capacity for medical decision making Successfully navigates conflicts between patient preferences that are discordant with personal beliefs Efficiently counsels patients to help align treatment decisions with their individual preferences	Successfully navigates ethically complex clinical issues involving patient autonomy Balances patient privacy with ethical and legal requirements in complex circumstances	Successfully leads others through complex and atypical clinical issues involving patient autonomy Longitudinally participates on hospital ethics committee

Interpersonal and Communication Skills Milestones

TABLE 2.6 COMMUNICATION WITH PATIENTS AND FAMILIES—INTERPERSONAL AND COMMUNICATION SKILLS 1

Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates adequate listening skills Communicates effectively in routine clinical situations	Ensures that patient and family understand the illness and management plan Allows for opportunities for patient questions Maintains communication with hospitalized patients and their family regarding plan of care	Communicates effectively in stressful, emergent, and complex situations Is capable of delivering bad news to patients and families regarding poor prognoses Communicates effectively with patients and families across a broad range of socioeconomic and cultural backgrounds	Is capable of delivering bad news to families about complications or death Is capable of informing patients and families about a medical error that caused harm Incorporates risk management in this process Models effective communication to junior colleagues Participates in education of patients and families	Is capable of effective communication in the most challenging situations, and invites participation from all stakeholders

TABLE 2.7 COMMUNICATION WITH PHYSICIANS AND OTHER HEALTH PROFESSIONALS AND TEAMWORK—INTERPERSONAL AND COMMUNICATION SKILLS 2

Level 1	Level 2	Level 3	Level 4	Level 5
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 Demonstrates an understanding of transitions of care and team debriefing	Works effectively in interprofessional and interdisciplinary health care teams Participates in effective transitions of care and team debriefing Communicates effectively with physicians and other health care professionals regarding patient care	Leads interprofessional and interdisciplinary health care teams to achieve optimal outcomes Leads effective transitions of care and team debriefing Responds to requests for consultation in a timely manner and communicates recommendations to the requesting team	Educates other health care professionals regarding obstetrics and gynecology Provides effective consultation in complex and atypical patients

TABLE 2.8 INFORMED CONSENT AND SHARED DECISION MAKING—INTERPERSONAL AND COMMUNICATION SKILLS 3

Level 1	Level 2	Level 3	Level 4	Level 5
Understands the importance of informed consent	Begins to engage patients in shared decision making and obtains informed consent for basic procedures	Uses appropriate, easy-to-understand language in all phases of communication, utilizing an interpreter where necessary Engages in shared decision making, incorporating patients' and families' cultural frameworks Obtains informed consent for complex procedures	Organizes and participates in multidisciplinary family/patient/team member conferences	Models and coaches shared decision making in complex and highly stressful situations Leads multidisciplinary family/patient/team member conferences