

Preview Form

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Anesthesiology Critical Care Medicine: MICU Performance Evaluation Form A (MILESTONES)

[Insufficient contact to evaluate](#) (delete evaluation)

Tracking from Level 1 to Level 5 is synonymous with moving from novice to expert in the sub-specialty. Selection of a level implies that the fellow substantially demonstrates the milestones in that level, as well as those in lower levels

To see detailed descriptions of each level, please click the EXPAND button -
Has not achieved level 1: Below expectations for an incoming fellow.

Level 1: The fellow demonstrates milestones expected of an incoming fellow.

Level 2: The fellow is advancing and demonstrates additional milestones, but is not yet performing at a mid-fellowship level.

Level 3: The fellow continues to advance and demonstrate additional milestones, consistently including the majority of milestones targeted for fellowship.

Level 4: The fellow has advanced so that he or she now substantially demonstrates the milestones targeted for fellowship. This level is designed as the graduation target.

Level 5: The fellow has advanced beyond performance targets set for fellowship and is demonstrating "aspirational" goals which might describe the performance of someone who has been in practice for several years. It is expected that only a few exceptional fellows will reach this level.

Medical Knowledge - Pharmacology (MK-1)

Please evaluate the fellow's ability to demonstrate the following objectives:

Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A
	<ul style="list-style-type: none"> With direct supervision, 	<ul style="list-style-type: none"> With indirect supervision, 	<ul style="list-style-type: none"> With conditional independence, applies the 	<ul style="list-style-type: none"> Independently applies 	<ul style="list-style-type: none"> Serves as a consultant in 	
▼ Expand ▼						
1. Use of pain, agitation, and delirium guidelines for critically ill patients and the pharmacokinetic and pharmacodynamic profiles of the agents used to treat pain, anxiety, and delirium.*	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe

Medical Knowledge - Medical Knowledge of Critical Care Medicine (MK-2)

Please evaluate the fellow's ability to demonstrate the following objectives:

Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A
	<ul style="list-style-type: none"> Demonstrates a basic knowledge of 	<ul style="list-style-type: none"> Demonstrates a comprehensive 	<ul style="list-style-type: none"> Applies a comprehensive understanding to the 	<ul style="list-style-type: none"> Integrates medical 	<ul style="list-style-type: none"> Disseminates knowledge of 	
▼ Expand ▼						
2. Knowledge of advanced mechanical ventilation techniques for complex respiratory disorders (ARDS, Asthma, COPD, etc).*	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe

Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A
	<ul style="list-style-type: none"> Demonstrates a basic knowledge of 	<ul style="list-style-type: none"> Demonstrates a comprehensive 	<ul style="list-style-type: none"> Applies a comprehensive understanding to the 	<ul style="list-style-type: none"> Integrates medical 	<ul style="list-style-type: none"> Disseminates knowledge of 	
▼ Expand ▼						
3. Understanding of critical illness specific to the obstetric population (including postpartum hemorrhage, pre-eclampsia, and cardiomyopathy).*	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe

Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A
	<ul style="list-style-type: none"> Demonstrates a basic knowledge of 	<ul style="list-style-type: none"> Demonstrates a comprehensive 	<ul style="list-style-type: none"> Applies a comprehensive understanding to the 	<ul style="list-style-type: none"> Integrates medical 	<ul style="list-style-type: none"> Disseminates knowledge of 	

4. Competency in the disease processes, complications, and management of the immunosuppressed patient and bone marrow transplant patients.*

	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe
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Patient Care - Patient Assessment and Development of a Care Plan (PC-1)

Please evaluate the fellow's ability to demonstrate the following objectives:

Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A
	▪ With direct supervision,	▪ With indirect supervision,	▪ With conditional independence, identifies	▪ With conditional independence,	▪ Independently identifies,	

5. Identifies appropriate care setting and coordinates patient's disposition with indirect supervision.*

	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe
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Patient Care - Procedural Skills/Technical Abilities/Interpretation (PC-3)

Please evaluate the fellow's ability to demonstrate the following objectives:

Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A
	▪ Independently identifies the	▪ With direct supervision,	▪ With indirect supervision, performs and supervises	▪ With conditional independence,	▪ Serves as a consultant to	

6. Performs, supervises and instructs placement of arterial catheters and central venous catheters.*

	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe
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Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A
	▪ Independently identifies the	▪ With direct supervision,	▪ With indirect supervision, performs and supervises	▪ With conditional independence,	▪ Serves as a consultant to	

7. Performs the placement (if indicated) and properly manages the daily care of chest tubes.*

	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe
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Patient Care - Management of Respiratory Failure (PC-4)

Please evaluate the fellow's ability to demonstrate the following objectives:

Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A
	▪ Recognizes respiratory failure	▪ Identifies more complex	▪ With indirect supervision, interprets relevant data to	▪ With conditional independence,	▪ Serves as a consultant to	

8. Understands and correctly implements strategies for mechanical ventilation for acute respiratory failure including but not limited to basic mechanical ventilation modes (assist-control, pressure-control, volume-control, SIMV, and pressure support modes).*

	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe
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Patient Care - Palliative Medicine/End-of-Life Care (PC-5)

Please evaluate the fellow's ability to demonstrate the following objectives:

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Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A
	<ul style="list-style-type: none"> Recognizes the need for a care 	<ul style="list-style-type: none"> With direct supervision, 	<ul style="list-style-type: none"> Delineates patient and family expectations with 	<ul style="list-style-type: none"> With conditional independence, 	<ul style="list-style-type: none"> Participates in ethics or other 	

▼ Expand ▼

9. Organizes and facilitates family meetings to discuss goals of care and code status.*

Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe

Systems Based Practice - Interprofessional and Transitions of Care (SBP-1)

Please evaluate the fellow's ability to demonstrate the following objectives:

Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A
	<ul style="list-style-type: none"> Requires direct supervision to 	<ul style="list-style-type: none"> With indirect supervision, 	<ul style="list-style-type: none"> With indirect supervision, manages the 	<ul style="list-style-type: none"> With conditional independence, 	<ul style="list-style-type: none"> Develops methods to 	

▼ Expand ▼

10. Collaborate with caseworkers in identifying post-discharge planning congruent with the economic means and prerogatives of our patients, to optimize their chance of a good outcome.*

Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe

Systems Based Practice - Incorporation of Patient Safety and Quality Improvement into Clinical Practice (SBP-2)

Please evaluate the fellow's ability to demonstrate the following objectives:

Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A
	<ul style="list-style-type: none"> Needs prompting to consistently 	<ul style="list-style-type: none"> Identifies common causes 	<ul style="list-style-type: none"> Identifies opportunities and activities to optimize patient 	<ul style="list-style-type: none"> Substantially participates in a 	<ul style="list-style-type: none"> Serves as a role model and 	

▼ Expand ▼

11. Report near misses, medical errors and complications in accordance to institutional policy.*

Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe

Systems Based Practice - Understanding of Health Care Economics – cost awareness and cost-benefit analysis (SBP-3)

Please evaluate the fellow's ability to demonstrate the following objectives:

Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A
	<ul style="list-style-type: none"> Needs prompting to consider costs 	<ul style="list-style-type: none"> Understands general concepts 	<ul style="list-style-type: none"> Consistently integrates cost awareness and cost-benefit 	<ul style="list-style-type: none"> Substantially contributes to 	<ul style="list-style-type: none"> Leads a team or teams to 	

▼ Expand ▼

12. Recognize costs associated with the care of the critically ill patient and consider cost-effective therapy on an individual basis.*

Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe

Practice-based Learning and Improvement - Education of Team Members and Other Health Care Providers (PBLI-2)

Please evaluate the fellow's ability to demonstrate the following objectives:

Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A
	<ul style="list-style-type: none"> Understands the value of 	<ul style="list-style-type: none"> With indirect supervision, 	<ul style="list-style-type: none"> Seeks opportunities to provide thoughtful and 	<ul style="list-style-type: none"> Actively promotes 	<ul style="list-style-type: none"> Develops patient-oriented 	

▼ Expand ▼

13. Differentiates evidence-based information from non- evidence-

Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to

based resources to address specific patient management needs and incorporates guidelines and recommendations into multidisciplinary rounds.*

Observe

Professionalism - Commitment to Institution, Department, and Colleagues (PROF-1)

Please evaluate the fellow's ability to demonstrate the following objectives:

Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A
	<ul style="list-style-type: none"> Complies with institutional policies 	<ul style="list-style-type: none"> Serve as a role model to other 	<ul style="list-style-type: none"> Serves as a role model and responsible representative 	<ul style="list-style-type: none"> Participates in divisional, 	<ul style="list-style-type: none"> Participates in regional or 	

▼ Expand ▼

14. The fellow demonstrates respect, compassion, and integrity with all patients, team members, and ancillary staff. S/he is committed to excellence and continuous professional development.*

Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe

Professionalism - Receiving and Giving Feedback (PROF-2)

Please evaluate the fellow's ability to demonstrate the following objectives:

Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A
	<ul style="list-style-type: none"> Seeks constructive feedback from 	<ul style="list-style-type: none"> Provides constructive 	<ul style="list-style-type: none"> Consistently seeks feedback from patients, family 	<ul style="list-style-type: none"> Provides constructive 	<ul style="list-style-type: none"> Effectively seeks and provides 	

▼ Expand ▼

15. Completes orders and clinical documentation in a timely and accurate fashion.*

Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe

Interpersonal & Communication Skills - Communication with Patients and Families (ICS-1)

Please evaluate the fellow's ability to demonstrate the following objectives:

Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A
	<ul style="list-style-type: none"> Effectively communicates 	<ul style="list-style-type: none"> Effectively uses appropriate 	<ul style="list-style-type: none"> With minimal supervision, manages patient and family 	<ul style="list-style-type: none"> With conditional independence, 	<ul style="list-style-type: none"> Consistently ensures effective 	

▼ Expand ▼

16. Addresses ethical issues in complex and challenging circumstances.*

Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe

Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A
	<ul style="list-style-type: none"> Effectively communicates 	<ul style="list-style-type: none"> Effectively uses appropriate 	<ul style="list-style-type: none"> With minimal supervision, manages patient and family 	<ul style="list-style-type: none"> With conditional independence, 	<ul style="list-style-type: none"> Consistently ensures effective 	

▼ Expand ▼


17. Negotiates and manages patient and family conflicts in complex situations (eg, psychiatric issues, blood transfusion, cultural factors) with indirect supervision.*

Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe

Overall Feedback and Comments

Please provide specific comments regarding the fellow's strengths:

Please provide specific comments
regarding the fellow's areas for
improvement:

* Required fields  Option description (place mouse over field to view)

Submit completed evaluation