

Preview Form

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Anesthesiology Critical Care Medicine: MICU Performance Evaluation Form B (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, demonstrates 	<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. Indications and side effects of common vasoactive agents used in critically ill patients.*

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. Demonstrates a comprehensive understanding of disorders of the cardiovascular, pulmonary, renal, GI, GU, neurologic, endocrine, hematologic, musculoskeletal, and immune systems as well as of infectious diseases as it relates to critical illness.*

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 renal replacement therapy in the critically ill patient.*

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 ▼

4. Psychosocial and emotional effects of critical illnesses on patients and their families.*	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe	
Patient Care - Patient Assessment and Development of a Care Plan (PC-1)							
Please evaluate the fellow's ability to demonstrate the following objectives:							
5. Identifies, prioritizes and develops comprehensive plans for patients with unusual and complex presentations.*	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, identifies disease 	<ul style="list-style-type: none"> With indirect supervision, 	<ul style="list-style-type: none"> With conditional independence, identifies 	<ul style="list-style-type: none"> With conditional independence, 	<ul style="list-style-type: none"> Independently identifies, 	
	▼ Expand ▼						
	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe	
6. Appropriately uses consulting services to care for critically ill patients.*	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, identifies disease 	<ul style="list-style-type: none"> With indirect supervision, 	<ul style="list-style-type: none"> With conditional independence, identifies 	<ul style="list-style-type: none"> With conditional independence, 	<ul style="list-style-type: none"> Independently identifies, 	
	▼ Expand ▼						
	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe	
Patient Care - Management of Respiratory Failure (PC-4)							
Please evaluate the fellow's ability to demonstrate the following objectives:							
7. Develops competency in using advanced ventilator techniques for complex respiratory disorders (ARDS, Asthma, COPD, etc).*	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 respiratory failure and develops a 	<ul style="list-style-type: none"> Identifies more complex 	<ul style="list-style-type: none"> With indirect supervision, interprets relevant data to 	<ul style="list-style-type: none"> With conditional independence, 	<ul style="list-style-type: none"> Serves as a consultant to 	
	▼ Expand ▼						
	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe	
8. Implements and properly uses lung protective ventilation strategies.*	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 respiratory failure and develops a 	<ul style="list-style-type: none"> Identifies more complex 	<ul style="list-style-type: none"> With indirect supervision, interprets relevant data to 	<ul style="list-style-type: none"> With conditional independence, 	<ul style="list-style-type: none"> Serves as a consultant to 	
	▼ Expand ▼						
	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe	
Patient Care - Palliative Medicine/End-of-Life Care (PC-5)							
Please evaluate the fellow's ability to demonstrate the following objectives:							
9. Appropriately transition a patient to comfort measures only making use of proper medications for symptom	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 plan that is 	<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 ▼						
	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to	

relief during the final stages of life.* 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
	▪ Requires direct supervision to	▪ With indirect supervision,	▪ With indirect supervision, manages the	▪ With conditional independence,	▪ Develops methods to	

▼ Expand ▼

10. Report pertinent and important information to their colleagues in afternoon sign out rounds for appropriate transition of patient care duties at change of shift.*

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
	▪ Needs prompting to consistently incorporate	▪ Identifies common causes	▪ Identifies opportunities and activities to optimize patient	▪ Substantially participates in a	▪ Serves as a role model and	

▼ Expand ▼

11. Compares personal performance and outcomes to accepted standards and comparative data.*

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
	▪ Needs prompting to consider costs of	▪ Understands general	▪ Consistently integrates cost awareness and cost-benefit	▪ Substantially contributes to	▪ Leads a team or teams to	

▼ Expand ▼

12. Serves as a leader of the ICU team by focusing on cost-effective management plans.*

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

Practice-based Learning and Improvement - Self-directed Learning and Scholarly Activity (PBLI-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
	▪ Completes assigned/recommended	▪ Critically evaluates the	▪ Independently integrates evidence-based practices	▪ Participates in development of	▪ Participates in editorial reviews	

▼ Expand ▼

13. The fellow becomes a self-directed learner, using patient outcomes and feedback to review and revise their personal practice.*

Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to 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
	▪ Complies with institutional policies and	▪ Serve as a role model to other	▪ Serves as a role model and responsible representative	▪ Participates in divisional,	▪ Participates in regional or	

▼ Expand ▼

14. Acts with sensitivity and responsiveness to patient's culture, age, gender, and disabilities.*

	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"> Complies with institutional policies and 	<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 ▼						

15. Displays appropriate demeanor, even in adverse situations.*

	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"> Complies with institutional policies and 	<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 ▼						

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

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

	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A
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 routine 	<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. Coordinates team based care in complex 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 routine 	<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. Leads family meetings with compassion and empathy while delivering appropriate prognostic clinical details and addressing goals of care.*

	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 routine 	<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 ▼						

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