

Preview Form

Printed on Apr 15, 2016

Anesthesiology Critical Care Medicine: NeuroICU Performance Evaluation Form (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:

1. Demonstrates advanced knowledge regarding pharmacotherapy and procedures for the treatment of elevated ICP and can use this knowledge correctly for patient management.*

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

2. Understands proper anti-infective (antibiotic and anti-viral) choices for patients with meningitis and encephalitis.*

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 ▼						
	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:

3. Knows and applies the basic and clinical sciences appropriate to the practice of Critical Care such as physiology, pharmacology, and disease processes.*

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 ▼						
	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. Develops an understanding of postoperative complications and can access guidelines and resources to guide proper management.*	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
	<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 ▼

5. Prioritizes patient's disease related states, issues and designs a care plan accordingly, anticipates potential complications and prevention.*	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
	<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 ▼

6. Develops an understanding of the pathophysiology of neurologic surgery and neurocritical care..*	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
	<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 ▼

7. Describes the risks and benefits of common NeuroICU procedures (tracheostomy, external ventricular drains, ICP monitors, and bronchoscopy).*	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
	<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 ▼

8. Provides an adequate assessment of neurologic critically ill patients including understanding and review of Head CT and MRI.*	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe
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Patient Care - Crisis Management (PC-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"> ▪ Recognizes acutely ill or medically 	<ul style="list-style-type: none"> ▪ Constructs prioritized 	<ul style="list-style-type: none"> ▪ With indirect supervision, identifies and manages 	<ul style="list-style-type: none"> ▪ With conditional independence, 	<ul style="list-style-type: none"> ▪ Sets clinically-appropriate 	

▼ Expand ▼

9. Leads resuscitation efforts of ICU patient and assume role as team leader for daily work and teaching rounds.*	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
	<ul style="list-style-type: none"> Independently identifies the clinical indications 	<ul style="list-style-type: none"> With direct supervision, 	<ul style="list-style-type: none"> With indirect supervision, performs and supervises 	<ul style="list-style-type: none"> With conditional independence, 	<ul style="list-style-type: none"> Serves as a consultant to 	

▼ Expand ▼

10. Performs (with assistance) placement of external ventricular drain or ICP monitors and properly manages care of these devices.*

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:

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 ▼

11. Develops appropriate plan for ventilator management in patients with neurologic injury.*

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 ▼

12. Provides supervision for transitions of care between residents.*

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 incorporate 	<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 ▼

13. Recognizes the importance of critical care improvement project initiatives and implements protocols in the ICU.*

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 of 	<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 ▼

14. Effectively call on system resources to provide care that is of

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

optimal value to the patient as well as the hospital as a whole. This includes, but is not limited to effective and efficient utilization of ICU beds, ICU bed management and allocation of scarce resources.*

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
	<ul style="list-style-type: none"> Completes assigned/recommended 	<ul style="list-style-type: none"> Critically evaluates the 	<ul style="list-style-type: none"> Independently integrates evidence-based practices 	<ul style="list-style-type: none"> Participates in development of 	<ul style="list-style-type: none"> Participates in editorial reviews 	

▼ Expand ▼

15. Uses information technology to assimilate current medical literature as it relates to the NeuroICU.*

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 disseminating 	<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 ▼

16. Learns attention to detail in critically ill patients and models this for residents and students on the service.*

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
	<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 ▼

17. 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 ▼

18. Coordinates care with consulting services and primary teams in a manner that promotes a safe and conducive learning environment for all team members.*

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 faculty 	<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 	

19. Seeks feedback from neurosurgery attendings and residents and adjusts performance and management plans appropriately.*

	members and	feedback to	members, and other	feedback to	constructive	
	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe

Professionalism - Responsibility to Maintain Personal Emotional, Physical, and Mental Health (PROF-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"> ▪ Demonstrates basic professional 	<ul style="list-style-type: none"> ▪ Demonstrates the ability to 	<ul style="list-style-type: none"> ▪ Reports concerns about the health or well-being of 	<ul style="list-style-type: none"> ▪ Teaches residents and 	<ul style="list-style-type: none"> ▪ Serves as a resource for the 	

20. Adheres to appropriate duty hours and recognizes the importance of physician wellness on patient well-being.*

	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 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 	

21. 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"> ▪ 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 	

22. Provides family members daily updates of patient's condition in NeuroICU and communicates with family members in appropriate terms.*

	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 	


23. Discusses appropriate concerns with perioperative team including NeuroICU team, primary surgery team, and consultants.*

	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