

Anesthesiology Critical Care Medicine: STICU 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:

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. Demonstrates advanced knowledge regarding vasopressor medications and can use this knowledge correctly for patient management.*	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"> 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 ▼						
2. Understands proper antibiotic choices for prophylaxis and treatment of the post operative patient.*	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 ▼						
3. Knows and applies the basic and clinical sciences appropriate to the practice of Critical Care such as physiology, pharmacology, and disease processes.*	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	Incoming Fellow	Early Advancing	Mid-fellowship	Graduation	Aspirational	Unable

access guidelines and resources to guide proper management.*			Fellow			Target			to Observe
Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A			
	▪ Demonstrates a basic knowledge of	▪ Demonstrates a comprehensive	▪ Applies a comprehensive understanding to the	▪ Integrates medical	▪ 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			
Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A			
	▪ Demonstrates a basic knowledge of	▪ Demonstrates a comprehensive	▪ Applies a comprehensive understanding to the	▪ Integrates medical	▪ Disseminates knowledge of				
▼ Expand ▼									
6. Develops an understanding of the pathophysiology of surgical oncology.*	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			
	▪ Demonstrates a basic knowledge of	▪ Demonstrates a comprehensive	▪ Applies a comprehensive understanding to the	▪ Integrates medical	▪ Disseminates knowledge of				
▼ Expand ▼									
7. Describes the risks and benefits of common surgical ICU procedures (tracheostomy, chest tube, PEG tube, and bronchoscopy).*	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:

Has Not Achieved Level 1	Level 1	Level 2	Level 3	Level 4 (Graduation Target)	Level 5 (Aspirational)	N/A			
	▪ With direct supervision, identifies disease	▪ With indirect supervision,	▪ With conditional independence, identifies	▪ With conditional independence,	▪ Independently identifies,				
▼ Expand ▼									
8. Provides an adequate assessment of critically ill surgical patients including understanding and review of basic imaging studies.*	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe			

9. Recognizes patient's pain and develops appropriate pain management regimens in the post-operative setting.*

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			
	▪ Recognizes acutely ill or medically	▪ Constructs prioritized	▪ With indirect supervision, identifies and manages	▪ With conditional independence,	▪ Sets clinically-appropriate				
▼ Expand ▼									
10. Leads resuscitation efforts of ICU patient and assume role as team	Incoming Fellow	Early Advancing	Mid-fellowship	Graduation	Aspirational	Unable			

leader for daily work and teaching rounds.*

Fellow

Target

to Observe

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 ▼

11. Performs, supervises and instructs placement of arterial catheters, central venous catheters (including dialysis catheters), thoracentesis, and bronchoscopy.*

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 ▼

12. Develops appropriate plan for post-operative ventilator weaning in critically ill patients.*

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 ▼

13. 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 ▼

14. Recognizes the importance of surgical 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 	

	medications, devices,	related to the	analysis into clinical practice	programs to	determine the	
15. Effectively call on system resources to provide care that is of 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.*	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
	<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 ▼

	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe
16. Uses information technology to assimilate current medical literature as it relates to the SICU.*						

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 ▼

	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe
17. Learns attention to detail in critically ill patients and models this for residents and students on the service.*						

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 ▼

	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe
18. Displays appropriate demeanor, even in adverse situations.*						

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 ▼

	Incoming Fellow	Early Advancing Fellow	Mid-fellowship	Graduation Target	Aspirational	Unable to Observe
19. Coordinates care with consulting services and primary teams in a manner that promotes a safe and conducive learning environment for all team members.*						

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 	
▼ Expand ▼						
20. Seeks feedback from surgical attendings and surgery residents and adjusts performance and management plans appropriately.*	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 	
▼ Expand ▼						
21. 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 	
▼ Expand ▼						
22. 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 	
▼ Expand ▼						
23. Provides family members daily updates of patient's condition in SICU 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 	
▼ Expand ▼						
24. Discusses appropriate concerns with perioperative team including SICU 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:

