

Dermatology Milestones:

Development Overview

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Dermatology Milestones Work Group

Disclosure

I have no conflicts of interest to disclose.

Development

- The Process (Turiansky- Dermatology Milestones Project Update)
- APD Work Group, APD Annual Meeting, 2010
- Dermatology Milestones Work Group (DMWG), 2011-12:
 - Oct 29-30, 2011 (patient care, medical knowledge)
 - May 19-20, 2012 (professionalism, communication, SBP, PBLI)

APD Work Group (2010)

Members*

- Erik Stratman → PBLI
- Roy Colven → SBP
- Daniel Loo → Patient Care
- Amy Chang → Procedural Dermatology
- Amit Garg → Professionalism
- Joslyn Kirby → Medical Knowledge
- Misha Rosenbach → Interpersonal & Communications Skills

*Appointed by APD Program Committee, May 2010

Core Competencies

DMWG

- Eileen Anthony
- Anna Bruckner
- Roy Colven
- Marsha Henderson
- Antoinette Hood
- Daniel Loo
- Stephen Nestler
- Amy Paller
- Jack Resneck, Jr.
- Randall Roenigk
- Julie Schaffer
- Erik Stratman
- Stan Taylor
- George Turiansky

Competency Assignments

Core Competency	DMWG Teams
Patient Care	Amy Paller Randall Roenigk
Medical Knowledge	Stan Taylor Anna Bruckner
SBP	Roy Colven Marsha Henderson
Professionalism	Daniel Loo Antoinette Hood
Communications Skills	George Turiansky Julie Schaffer
PBLI	Erik Stratman Jack Resneck

Breaking It Down

- 6 core competencies
- 28 milestones:
 - Patient care (7)
 - Medical knowledge (5)
 - SBP (4)
 - Professionalism (3)
 - Communications skills (5)
 - PBLI (4)
- ~152 supporting specific behaviors (line items)

Dermatology Milestone Draft 6/19/12

PATIENT CARE	Beginning Resident	Junior Resident	Senior Resident	Graduating Resident	Advanced Resident/Practicing Physician
I. History, Examination & Presentation	With guidance, able to identify key historical or physical examination findings and recognize their significance.	Obtains accurate, targeted history and examination for routine conditions efficiently. Needs guidance with subtle or complex findings.	Able to extract difficult-to-elicited but pertinent information and clinical findings. Occasionally needs guidance with subtle or complex findings.	Consistently identifies information and subtle clinical patterns to diagnose complex diagnoses.	Role models and teaches how to obtain a history and physical examination, and is regularly sought by other members of the health care team.
	Demonstrates use of basic dermatologic terminology, but often needs guidance with precise description of skin disease morphology, but presentations are often unfocused.	Frequently gives a targeted presentation using appropriate terminology and providing pertinent negatives.	Consistently gives targeted and precise presentation with pertinent negatives.		Teaches presentation and demonstrates mastery of descriptive language.

SYSTEMS-BASED PRACTICE	Beginning Resident	Junior Resident	Senior Resident	Graduating Resident
I. Adapts easily and works effectively in various health care delivery settings and systems.	<p>Completes all required tasks for residency and first rotation site orientation.</p> <p>Articulates differences of health care missions at all training sites.</p>	<p>Utilizes EMR efficiently and independently.</p> <p>Adapts to clinical work in different sites and health care systems (e.g., VA, university medical center, etc.).</p> <p>Maintains access to all needed systems.</p> <p>Identifies target patient populations and the differences in demographics and needs of these populations at each training site.</p> <p>Accesses support services appropriately at different practice sites.</p>	<p>Effectively navigates systems to overcome obstacles to optimal patient care (e.g., facilitating access to care).</p> <p>Identifies target patient populations, differences in demographics and can utilize the appropriate agencies/resources to address specific needs of these populations.</p>	<p>Recognizes the need to change systems rather than develop work-arounds (a bypass of a recognized system fault that attempts to improve efficiency). Looks for opportunities to participate in a process that identifies at least one workaround, taking steps to improve the system fault that incited it.</p>

Patient Care Milestones (7)

- History, exam & presentation
- Diagnostic tests
- Dermatopathology application
- Medical treatment
- Pediatric treatment
- Surgical treatment
- Diagnosis, management decisions & patient education

Medical Knowledge Milestones (5)

- Medical dermatology
- Pediatric dermatology
- Dermatologic surgery
- Dermatopathology
- Application of basic science knowledge to clinical care

SBP Milestones (4)

- Adapts easily and works effectively in various health care delivery settings and systems
- Works effectively within an interprofessional team
- Improves health care delivery by identifying system errors and implementing potential systems solutions. Advocates for quality patient care and optimal patient care systems.
- Practices cost conscious-care

Professionalism Milestones (3)

- Adheres to basic ethical principles
- Committed to life-long learning & improvement
- Patient care is the first priority

Communication Skills Milestones (5)

- Communication and rapport with patients and families
- Having difficult conversations
- Team member respect and care coordination
- Communication and consultation with other physicians
- Medical records

PBLI Milestones (4)

- Appraise and assimilate scientific evidence
- Continuously improve through self-assessment of competence
- Integrate quality improvement concepts and activities into practice
- Teach others

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Defining Resident Levels of Performance

- 1st, 2nd, 3rd year resident is simple
 - Not every resident will achieve specific behavior at the same time
- Beginning residents have variable experiences & skills
- Why include “practicing physician”?

Breakpoints in Expected Levels of Performance

- Beginning (1): 0-3 months
- Junior (2): 4-18 months
- Senior (3): 19-36 months
- Graduating (4)
- Practitioner (5): Advanced, superior resident or practicing physician

Feedback

- Dermatology Milestones Advisory Group
- Survey to APD membership: 28 responses
- Panel discussion

Advisory Group

- Ponciano Cruz
- Amit Garg
- Peter Lee
- Victor Marks
- Amy Nopper
- Ramon Sanchez
- Mary Stone
- Cliff White

Input from APD Members

- 10:45 – 11:15 → review Milestones Draft
- 11:15 – 12:15 → Comment period
- Sunday → DMWG Meeting 3