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Development and Implementation of a Resident Training Tracking Tool Targeted to Documentation of Milestone Fulfillment

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Tracking Resident Achievement:

Development and Implementation of a Tool
For Tracking Resident Milestone Fulfillment

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Disclosures

- None

Outline

- Background
- Milestones
- Tracker Form Project and Results

Background

- Resident Education Milestones adopted 2015
 - Joint project of Accreditation Council for Graduate Medical Education (ACGME) and American Board of Pathology (ABP)
- Correspond to a set of competencies that a resident must possess to be able to practice independently
- Periodic (self) assessment of milestone achievement necessary to ensure appropriate progress and eventual mastery

Milestones

Six Competency Domains

What do they know? (Medical Knowledge)

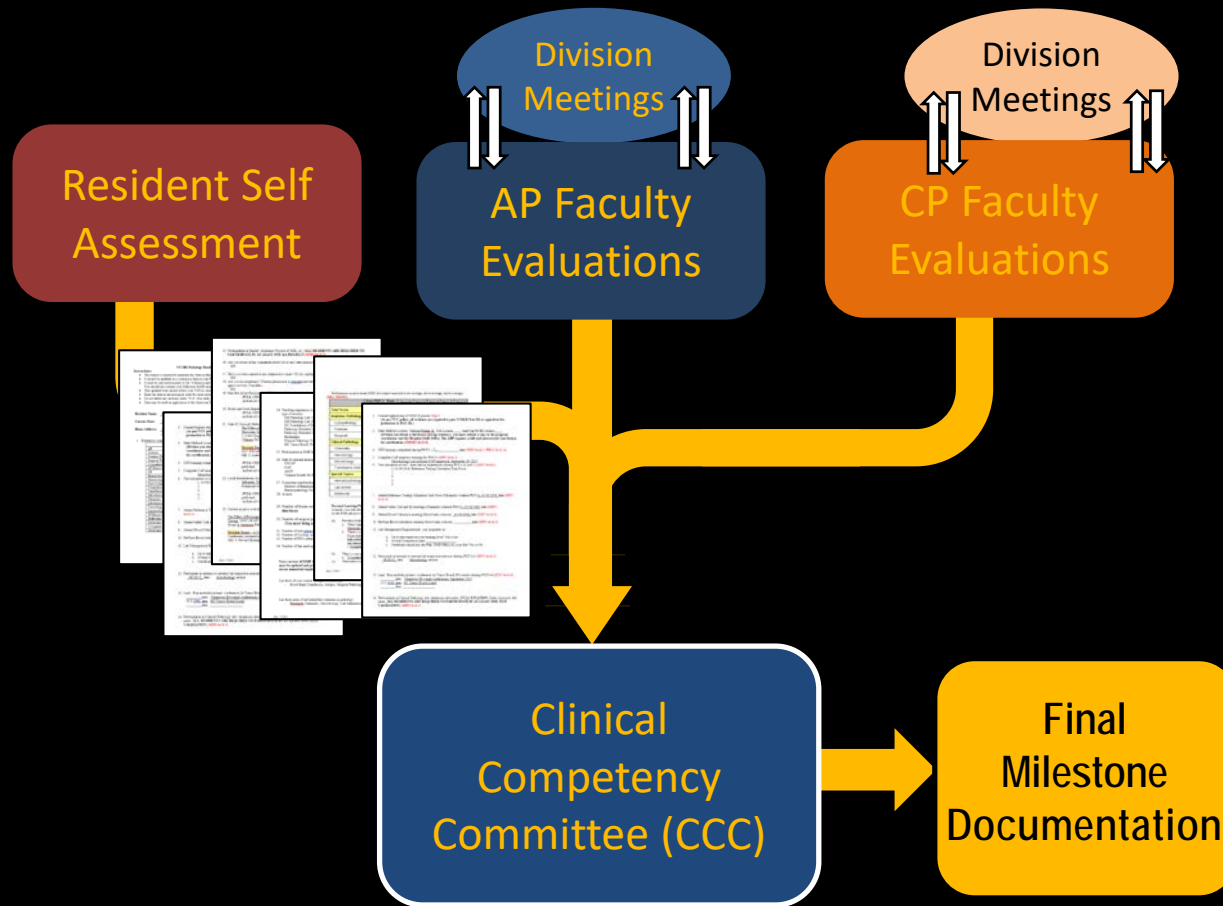
What can they do? (Patient Care)

How do they conduct themselves? (Interpersonal and Communication Skills, Practice-based Learning and Improvement, Professionalism, and Systems-based Practice)

Tracker Project

- No widely available tool to organize and track trainee progress within the milestone framework
- At Virginia Commonwealth University (VCU) we tracked resident accomplishments in a long and cumbersome MS Word Document

Workflow – Before Tracker



Objectives

- Devise a user-friendly tool to:
 - Collect resident accomplishment data
 - Map this data to relevant ACGME milestones
 - Present this data in a streamlined dashboard for use during resident evaluation committee meetings

Methods - Development

- Interdisciplinary Committee was convened
 - AP and CP faculty with Resident and Administration representatives
- Each historically tracked resident accomplishment datapoint assigned to a corresponding ACGME milestone
- A color coded spreadsheet (tracking tool) was created to present these datapoints under the appropriate milestone for reference during Clinical Competency Committee (CCC) resident performance evaluations

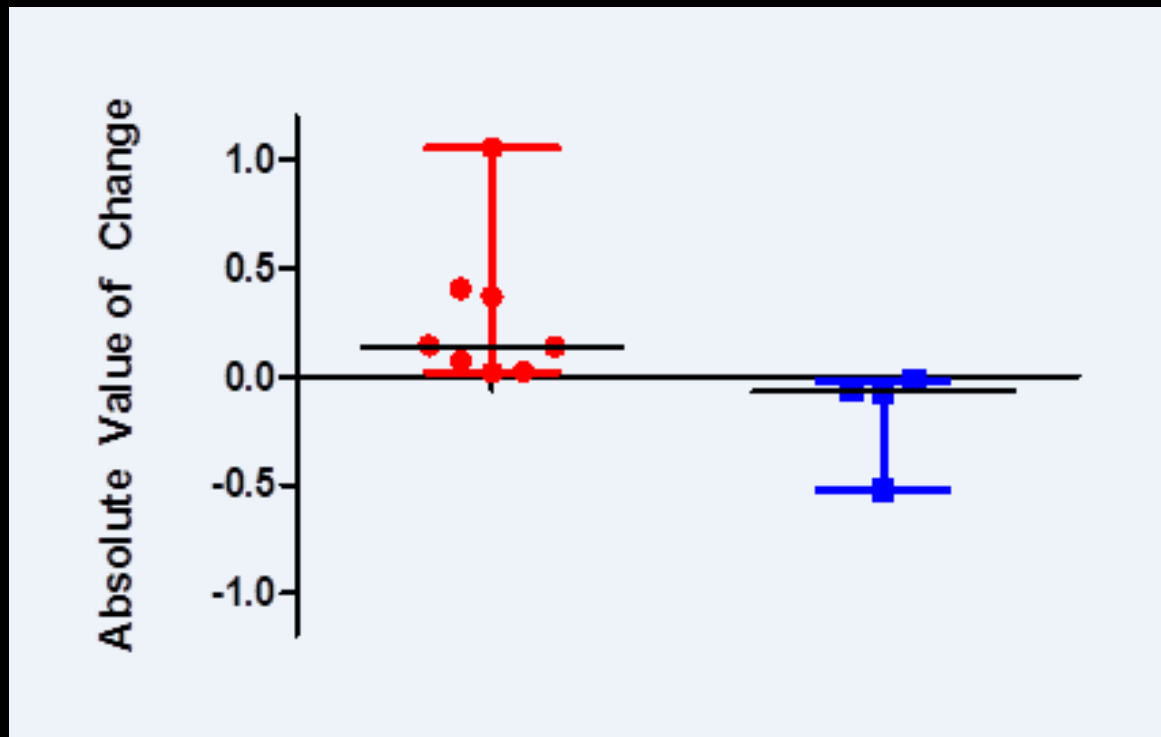
Example: Patient Care (PC) Dashboard

| | A | B | C | D | E | F | G | H |
|----|-------------------------------|-------------------------|---------------------|---------------------------|------------------|-------------------------|------------|---------------------------|
| 1 | | | PC1-PC5 | PC5 | PC6 | PC7 | PC7 | PC7 |
| 2 | Resident Name | PGY & Semes. | #SP Specimen | SP - New Innov Log | # Frozens | # Cyto Specimens | FNA | ACGME Logs Updated |
| 3 | | 1 Fall 2014 | n/a | Yes | n/a | n/a | n/a | Yes |
| 4 | | 1 Spring 2015 | 463 | Yes | 40 | n/a | n/a | Yes |
| 5 | | 2 Fall 2015 | 190 | Yes | 32 | 462 | 14 | Yes |
| 6 | | 2 Spring 2016 | 341 | Yes | 47 | 238 | n/a | Yes |
| 7 | | 3 Fall 2016 | 352 | Yes | 56 | 224 | 22 | Yes |
| 8 | | 3 Spring 2017 | 494 | Yes | 70 | 158 | n/a | Yes |
| 9 | | 4 Fall 2017 | 831 | Yes | 66 | 598 | 25 | Yes |
| 10 | | 4 Spring 2018 | 227 | Yes | 0 | n/a | n/a | Yes |
| 11 | Current Total | | 2898 | | 311 | 1680 | 61 | |
| 12 | Minimum Expected Total | | 2000 | | 200 | 1500 | | |
| 13 | | | | | | | | |
| 14 | Points to remember: | | | | | | | |

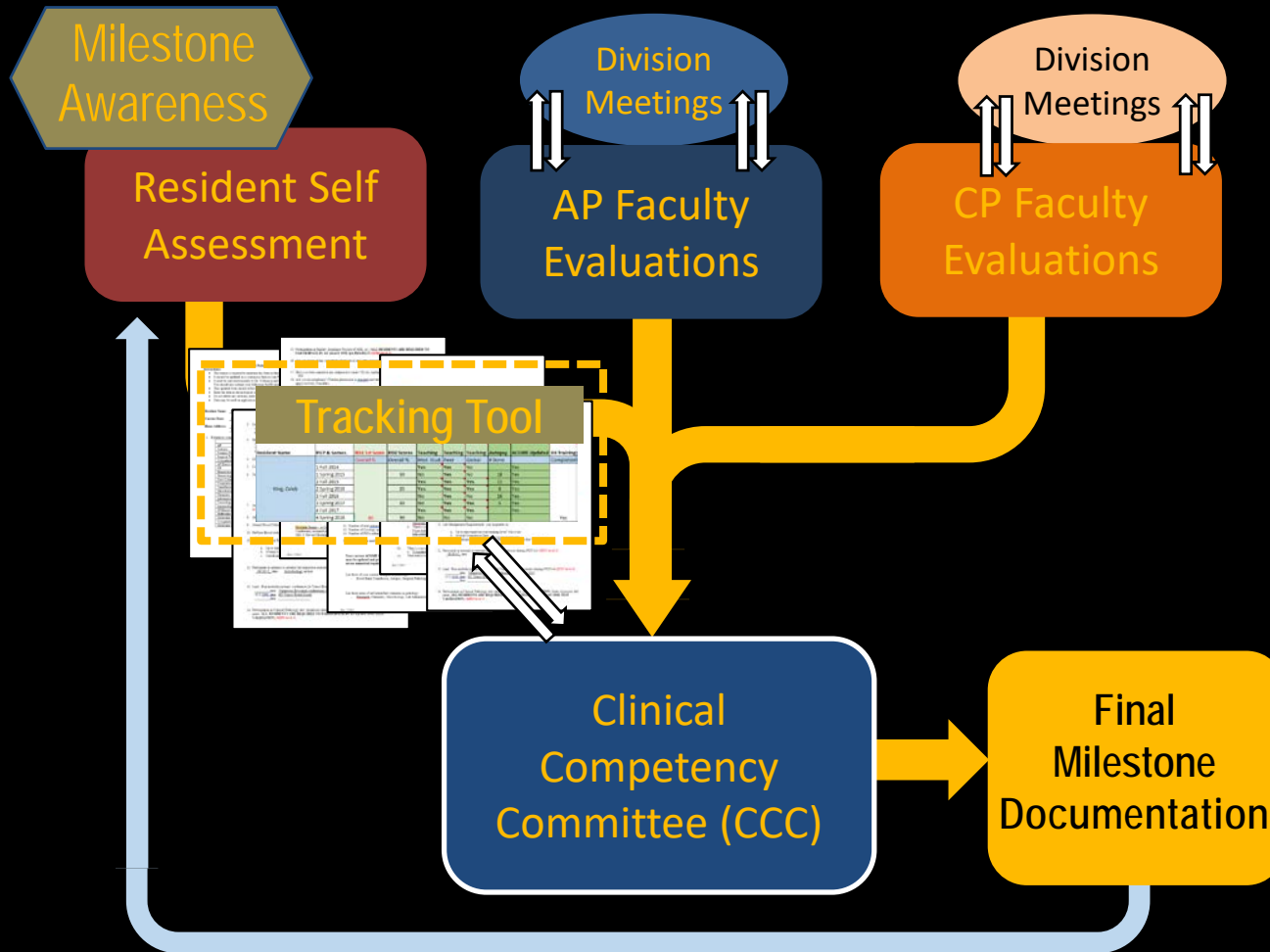
Methods – QA/QC, and Results

- Final version of Tracker Tool used by all residents and during subsequent CCC evaluation meetings over the course of 2 six month periods
- Increased (positive) change in 8/12 residents compared to paired milestone changes during the preceding evaluation period
- Degree of change in resident milestone scores was statistically significant in 4/12

Methods – QA/QC, and Results



Workflow – After Tracker



Future Directions

- Awareness that there is great value in structured resident accomplishment data
- Exempt IRB protocol pending to analyze the tracker and its data
- Potential uses include:
 - Ongoing studies of effect of tracker implementation
 - Correlations with objective external measures
 - Effects of educational interventions on resident milestones

Thank You

Tracker Team

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Questions?