

### MILESTONES

The Milestones represent a roadmap for the development of residents and fellows as they advance in clinical skills, knowledge, and values. The Milestones are divided into the six Core Competencies of Patient Care, Medical Knowledge, Professionalism, Interpersonal and Communication Skills, Practice-based Learning and Improvement, and Systems-based Practice. Each Core Competency is divided into Subcompetencies laid out in five levels.

Each specialty has been tasked with crafting its own Milestones. Indeed, the patient care skills for an internal medicine resident will differ from those for an interventional radiology fellow. The specialty-specific Milestones guide the learning and assessment of learners in that specialty or subspecialty.

From Level 1 to Level 5, the Milestones describe a stepwise progression towards achieving mastery using the Dreyfus Model of Development as a foundation. Level 1= Novice (a starting resident or fellow); Level 2= advanced beginner; Level 3= competent; Level 4= proficient; Level 5=expert. Level 4 is a graduation target, but not an absolute requirement of the ACGME; each program or institution sets the requirements for graduation. Level 5 describes aspirational performance for a resident or fellow who is acting as a role model or coach for others.

#### Summary Recommendations for Residents and Fellows

1. Be sure to review the specialty Milestones on an ongoing basis, especially at the start of each academic year, to help in professional development.
2. Perform a self-assessment twice a year around the same time the program's Clinical Competency Committee (CCC) meets.
3. Review and compare the self-assessment with the CCC's Milestone ratings with your program director, faculty advisor, or mentor.
4. Write an individualized learning plan at least twice a year, and discuss it with the program director, faculty advisor, or mentor.
5. Be an active participant in regular assessment and feedback.

#### Milestones Can Help with Assessing Oneself and Growing as a Physician

Residents and fellows should use the Milestones as they consider where they are in their educational program, to identify areas to grow, and to understand what each stage looks like. Often the Milestones describe a progression from common or basic abilities to more complex and nuanced ones.