Update on the Pathology Milestones and the Next Accreditation System

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February 1, 2013
10:15 a.m. – 10:45 a.m. Presentation
10:45 a.m. – 11:00 a.m. Q&A

SEAPC Conference

Disclaimer: I am providing this information to you as an individual who is an RRC member, not as the official representative of the RRC or ACGME
Learning Objectives

At the end of the presentation, the participant should:

1. Be familiar with the Next Accreditation System
2. Be familiar with CLER Site Visits
3. Be familiar with core Pathology Milestones
4. Be aware of Subspecialty Pathology Fellowship Milestones
The Old Accreditation System

• “The current accreditation system …essentially takes a biopsy of the program every four to five years [and] assumes…

• 1) represents the longitudinal experience of the program;
• 2) predicts the future performance of the program; and
• 3) is relevant to the performance of program graduates.”

The Old Accreditation System

• “The…RRCs [have] no tools other than Progress Reports, shortened review cycles and moved-up site visits to address concerns…”

• Next Accreditation System (NAS): Continuous oversight, rather than episodic sampling, 2x/year

• NAS: Emphasis on program improvement, “not punitive”
The Next Accreditation System

- Most site visits at ~10-year intervals
- Increased annual reporting by programs online
- Reduce accreditation demands on programs
- PIF-less site visits (unless new application)
- No faculty c.v.’s, just the Program Director
- Inverted Site Visit
- Two Field Surveyors per visit
The Next Accreditation System

- Specialty-specific milestones (outcomes)
- Identify opportunities for program improvement (can suggest ways to improve)
- Identify programs that may need “focused” site visits
- Heightened accountability and responsibility on the Sponsoring Institution’s oversight in GME
NAS: CLER Site Visits

• Clinical Learning Environment Review (CLER)
• Kevin Weiss, MD, MPH and James P. Bagian, MD, PE, co-chairs
• Every Sponsoring Institution will be visited every 18 months (IOM wanted every 12)
• Emphasis on the quality and safety of the environment for learning and patient safety

www.acgme.org/acgmeweb/ and http://dx.doi.org/10.4300/JGME-04-03-31 accessed on 10-18-12
NAS: CLER Site Visits

- Small institution – 1 day
- Large institution – 2-3 days (UW)
- First visit will be de-identified
- Next visit will be gathering baseline information for future visits
- 10-14 calendar days advanced notice
NAS: CLER Site Visit Focus:

- Patient Safety
- Quality Improvement
- Transition of Care
- Supervision
- Duty Hours oversight, fatigue management/mitigation
- Professionalism

www.acgme.org/acgmeweb/ and http://dx.doi.org/10.4300/JGME-04-03-31 accessed on 10-18-12
CLER 5 overarching questions:

- What organizational structures, administrative and clinical processes do the Sponsoring Institution’s (SI) have in place to support GME learning in the 6 areas?
- What is the role of GME leadership and faculty to support learning in the 6 areas?
- How engaged are the residents and fellows in using the SI’s current CLE infrastructure?
- How does the SI determine the success of its efforts to integrate GME into the quality infrastructure?
- What areas has the SI identified as opportunities for improvement?

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CLER Site Visits & Pathology

- $n = 385$ institutions (not including single-program SI)
- 21 Forensic Pathology fellowships
- 4 Transfusion Medicine/Blood Bank fellowships
- 1 Selective Pathology
- 1 AP/CP residency program
- All are single-program SI’s; all will have CLER site visits
- Options: Administratively affiliate with a program at a multiple program SI
Accreditation Council for Graduate Medical Education

PATHOLOGY MILESTONES

by Standardization and Documentation of Pathology Residency Training across the nation
Milestones for Pathology

Why were they developed?

• **Patient Safety:**
  • IOM
  • Medicare Payment Advisory Commission (MedPAC)
  • Public Citizen
“By deferring to the ACGME, the Obama administration is choosing to ignore the organization’s track record, relying instead on the new ACGME work-hour limits implemented in July 2011 in response to the IOM report. However, these new work-hour rules serve as yet more evidence of the need for federal oversight.”

Graduate Medical Education Reform Act of 2012 (S.3201)
Senators Jack Reed (D-R.I.) & Jon Kyl (R-Ariz.) introduced 5/17/12
This is where the pressure is coming from.

Milestones for Pathology

What?

Develop 25-35 Patient Care and Medical Knowledge “Milestones” which all pathologists must be proficient in
Milestones for Pathology

- As trainees progress from UME through GME to independent practice, they require less supervision and acquire more authority for decision making.
- Dreyfus & Dreyfus defined progressive levels of proficiency:
  1. Novice
  2. Advanced beginner
  3. Competent trainee
  4. Proficient practitioner
  5. Expert practitioner
Milestones: Novice to Competent

- **Novices** complete many assigned tasks on time, but need extensive guidance on practice and policy for patient care.
- **Advanced beginners** routinely complete most assigned tasks in a timely manner in accordance with practice and policy, but still require guidance in unfamiliar circumstances.
- **Competent trainees** frequently prioritize multiple competing demands and complete the vast majority of their responsibilities in a timely manner. Self-identify unfamiliar circumstances and actively seek guidance.
Milestones: Proficient to Expert

- **Proficient practitioners** always prioritize and willingly work on multiple competing routine and complex cases in a timely manner, by directly providing patient care or by overseeing it. In difficult circumstances, appropriately seek guidance. Are regularly sought out by peers and subordinates to provide them with guidance.

- **Expert practitioners** effectively manage multiple competing tasks, and effortlessly manage complex circumstances. Are clearly identified by peers and subordinates as sources of guidance and support in difficult or unfamiliar circumstances.

Dr. W. Stephen Black-Schaffer, Nov. 2012
Milestones for Pathology

Who?

The Pathology Milestones Working Group
American Board of Pathology
RRC for Pathology
ACGME
Chair and Program Directors
Residents
Pathology Milestones Working Group

From Left to Right: Ms. Linda Thorsen, Drs. Mark Brissette, Jacob Steinberg, Steve Black-Schaffer, Ricardo Mendoza (Resident rep) Margaret Grimes, Wesley Naritoku (chair), Jessica Kozel (Fellow rep) Betsy Bennett, Robert Hoffman, Suzanne Powell, Bruce Alexander (co-chair), Rebecca Johnson, Gary Procop, Jennifer Hunt, Miriam Post and Steve Nestler
Pathology Milestones Working Group

Dr. Julia Iezzoni
Timeline:

June 2011
PRODS listserv
solicit advice for
Pathology Milestones

July 2011
APC/PRODS
meeting Drs.
Nasca, Nestler,
Lee, Coburn;
Milestones
workshops

1st PMWG
meeting
October 27-28,
2011
Pathology Milestones

What about integrated AP and CP? Pathology is not sequential.
2+2 years?
AP/NP

What about 2 years of AP, then 2 years of CP?
3 years?
AP only

How do we assess the milestones uniformly throughout the nation?
4 years?
CP only

What if a resident doesn’t meet the expectations?

Difference in general sign-outs vs. subspecialty sign-outs

What about a one to two week rotation?

Timeline:

2nd PMWG meeting
January 7-8, 2012

March 2012
Presentation at Spring PRODS @ USCAP, with PD feedback

3rd PMWG meeting
April 15, 2012

May 2012
Presentation at ABP Cooperating Societies meeting
Timeline:

- **May 2012**: “Finalized Pathology Milestones” draft sent on PRODS listserv, SurveyMonkey
- **July 2012**: APC/PRODS meeting, SurveyMonkey results presented, PD feedback
- **ASCP, ACLPS feedback, September 2012 presented to CAP-RF**
- **October 6, 2012**: 4th PMWG meeting to finalize Pathology Milestones, User’s Guide/FAQ Subspecialties Milestones
Proposed Timeline:

- **July-Aug 2012**: Alpha test CLER; confirmed concept
- **Sept 2012**: Beta testing of CLER begins
- **Milestones are published for all Phase I Specialties**
  - Pathology Milestones alpha test Nov – Dec 2012
- **CPRs for Phase II specialties categorized**
  - Site visits for Phase II programs 3, 4 & 5 years adjusted to NAS*
  - Beta test April May 2013

*uncertain and subject to change
Proposed Timeline:

July 1, 2013 – June 30, 2014
no site visits; data gathering
annual ADS updates, resident survey, faculty survey, case logs, data on scholarly activity*

December 2013
Milestones are published for all Phase II Specialties*

Phase II Programs form Clinical Competency Committee; faculty prepares to assess Milestones*

July 1, 2014
Phase II specialties and subspecialties begin NAS; begin Milestones for core programs*

*uncertain and subject to change
Proposed Timeline:

- **December 2014**: Phase II programs submit the first set of Milestones assessments to ACGME.*
- **June 2015**: Phase II programs submit the second set of Milestones assessments to ACGME.*
- **Fall 2015**: First self-study site visits for Phase II programs with 2015 self-study date.*

*uncertain and subject to change
Pathology Milestones

- Pathology Milestones Work Group drafted Milestones for pathology training programs
  - 29 Milestones for APCP4
  - 28 Milestones for AP3 or APNP4
  - 27 Milestones for CP3
- Divided by groups
  - Cognitive
  - Procedural
  - Professionalism
- Five levels each
  - Level 1: Medical School Graduate
  - Levels 2, 3, 4: Early, Middle, End Residency
  - Level 5: Several years in practice (aspirational goal)
<table>
<thead>
<tr>
<th>Milestone Number and Description</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Methods of Assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>MS1 Patient Safety: Demonstrates attitudes, knowledge and practices that contribute to patient safety (AP/CP)</td>
<td></td>
<td>Consistently checks identity and integrity of specimen; independently obtains clinical information when needed; resident explores other resources such as EMR and radiology; handles deviations from policies (waivers) with supervision</td>
<td>Can trouble-shoot pre-analytic problems, including deviations from policies (waivers) with minimal supervision</td>
<td>Can trouble-shoot patient safety issues (including pre-analytic, analytic and post-analytic)</td>
<td>Models Patient Safety practices; able to write and implement policies on Patient Safety</td>
<td>Direct observation, narrative, QA reports (misidentification rates, amended report rates), transfusion committee results/work-ups</td>
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<tr>
<td>MS2</td>
<td></td>
<td>Performs handoffs in an appropriate manner, according to guidelines (e.g. Situation-Background-Analysis-Recommendation [SBAR] or local guidelines)</td>
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<td>Direct observation</td>
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<td>MS3</td>
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<td>MS4</td>
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**Dr. W. Stephen Black-Schaffer, Nov. 2012**
## Pathology Milestones

**Assessment Form**

<table>
<thead>
<tr>
<th>Milestone</th>
<th>Milestone Description</th>
<th>N/A</th>
<th>DIP</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cognitive, Anatomic and Clinical Pathology</td>
<td>MS1 Patient safety: Demonstrates attitudes, knowledge and practices that contribute to patient safety</td>
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</tbody>
</table>

Milestones:
- **D** - Does
- **A** - At Level 1 through 5
- **DIP** - Discontinuous In Progress
- **N/A** - Not Applicable
- **Not Begun**
- **Lower Level**
- **Upper Level**

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Milestones Evaluation Process

• Faculty and residents must become well-acquainted with the 29 milestones
• Residents will have a few days to self-evaluate
• Clinical Competency Committee meets to assess all possible evaluation tools and decide on Milestone Levels for each resident
Clinical Competency Committee

- CCC composed of board-certified pathologists who are core faculty members
- Covers the broad divisions in the department
- Meets at least semi-annual to review all possible evaluation tools to assess residents’ milestones achieved
- Documents meeting in minutes
- Serves an advisory role to the program director
- Consensus is not required for PD to assign level
- PD reports residents’ level to ACGME online
Alpha Test Sites

• To confirm concept, November 2012
• LAC+USC Medical Center
• Massachusetts General Hospital
• The Methodist Hospital System, Houston, TX
• Vanderbilt University
• Panel of PD’s will report to PRODS at Spring PRODS (USCAP)

www.acgme.org/acgmeweb/ and http://dx.doi.org/10.4300/JGME-04-03-31 accessed on 10-18-12
Milestones Alpha Test Outcomes

- LAC developed hybrid self-assessment tool
- Vanderbilt modified ACGME tool
- Vanderbilt looked at one milestone at a time, one PGY level at a time
- Vanderbilt decided not to look at the self-evaluation prior to CCC rendering milestone level
- Methodist rated residents prior to CCC meeting
- MGH suggested edits to milestones
Beta Test Sites

• April-May 2013
• University of Arkansas for Medical Sciences
• Washington University Medical Center
• Scott & White Healthcare/Texas A&M HSC-COM
• UTHSC Memphis
• The Cleveland Clinic
• West Virginia University
• University of Florida
• Panel of PD’s report at Summer PRODS

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Accreditation Council for Graduate Medical Education

Pathology Fellowship Milestones

- ACGME wants all accredited fellowship programs that lead to board certification with specific milestones and outcomes
- ACGME still expects a five anchored evaluation system
- Working Group still to decide on precise definition of the 5 levels for fellowships
Pathology Fellowship Milestones

• Pathology Subspecialty Milestones will be implemented with Core Pathology Milestones on July 1, 2014

• Introduction of Pathology Subspecialty Milestones concept to Fellowship Program Directors at USCAP Baltimore MD, Tuesday, March 5, 2013 at 7:00 a.m. at the Hilton Baltimore, Holiday Ballroom 2
Summary Learning Points:

- The NAS is ongoing monitoring of data to improve residency training and therefore, patient safety
- CLER site visits places more responsibility on SI, focus on patient safety
- Milestones ongoing documentation of achieving desired outcome of competent practicing pathologist
Summary Learning Points:

• Milestones are a public document
• Milestones are a tool for PD, faculty and residents
• Milestones alpha tested Nov.-Dec. 2012, beta testing April-May 2013
• Implement Core and Subs Milestones on July 1, 2014
Questions?