

Weekly Formative Evaluation

GOALS, OBJECTIVES and ASSESSMENTS

Patient Care 1: Pre-anesthetic Patient Evaluation, Assessment, and Preparation Patient Care 2: Anesthetic Plan and Conduct Patient Care 3: Peri-procedural pain management Patient Care 4: Management of peri-anesthetic complications Patient Care 5: Crisis management Patient Care 6: Triage and management of the critically-ill patient in a non-operative setting Patient Care 8: Technical skills: Airway management					
Has not Achieved Level 1	Level 1	Level 2	Level 3	Level 4	Level 5
CONSULT SERVICE EXPERIENCE					
	Must do all of the following with DIRECT supervision: ○ Performs general H&P ¹ ○ Identifies anesthetic issues with direct supervision ¹ ○ Identifies the elements of informed consent ¹ ○ Formulates disease care plans for routine cases ² ○ Recognizes and seeks advice for management of chronic pain problems ³ ○ Performs a focused evaluation of the critically-ill patient ⁶ ○ Monitors patient's clinical status to identify acute changes and trends ⁶ ○ Communicates pertinent findings to supervisor ⁶ ○ Participates in development and initiation of a treatment plan as directed by supervisor ⁶	Must do all of the following with INDIRECT supervision: ○ Optimizes non-complex patients ¹ ○ Obtains appropriate Informed Consent for non-specialty care patients ¹ ○ Answers non-complex patient questions ¹ ○ Formulates anesthetic plans for routine cases ² ○ Creates a pain management plan for patients with non-complex pain problems ³ ○ Identifies relevant critical disease processes requiring urgent or emergent intervention; seeks assistance to identify appropriate care setting (e.g., ICU, transitional care unit) ⁶ ○ Develops, implements, and appropriately modifies treatment plan based on patient's response with direct supervision ⁶	Must do all of the following with INDIRECT supervision: ○ Optimizes subspecialty care patients ¹ ○ Obtains appropriate Informed Consent for specialty care patients ¹ ○ Answers subspecialty patient questions ¹ ○ Formulates anesthetic plans for subspecialty care ² ○ Creates a pain management plan for patients with complex pain problems ³ ○ Identifies appropriate care setting and coordinates patient's disposition with direct supervision ⁶ ○ Prioritizes clinical management of clinical problems with indirect supervision ⁶	Must do all of the following with INDIRECT supervision: ○ Optimizes complex patients ¹ ○ Obtains appropriate Informed Consent for complex patients ¹ ○ Answers complex patient questions ¹ ○ Formulates plans for complex patients ² ○ Creates a pain management plan for patients with very complex pain problems ³ ○ Identifies appropriate care setting and coordinates patient's disposition with indirect supervision ⁶ ○ Defines clinically appropriate priorities when resources are limited ⁶ ○ Integrates management choices taking into account long-term impact of therapeutic decisions with indirect supervision ⁶ ○ Supervises other members of the health care team ⁶	Does the following INDEPENDENTLY : ○ Optimizes very complex patients ¹ ○ Obtains appropriate Informed Consent for very complex patients ¹ ○ Serves as a consultant for anesthesia and surgical colleagues ¹ ○ Creates innovative plans to address very complex problems ² ○ Provides advanced pain management plans ³ ○ Coordinates transition of care to appropriate care setting; sets clinically appropriate priorities when resources are limited ○ Serves as a consultant to other members of the health care team regarding initial evaluation and management of the critically-ill patient ⁶
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Comments:					

MEDICAL KNOWLEDGE

Medical Knowledge 1: Knowledge of biomedical, clinical, epidemiological, and social-behavioral sciences as outlined in the American Board of Anesthesiology Content Outline					
Has not Achieved Level 1	Level 1	Level 2	Level 3	Level 4	Level 5
CONSULT SERVICE EXPERIENCE					
	Demonstrate an UNDERSTANDING of: <ul style="list-style-type: none"> o Airway assessment o Anemia management o Anti-coagulation management o Cardiac assessment o Cardiac management o Diabetes assessment o Diabetes management o Hypertension management o Nutritional assessment o Nutritional management o OSA assessment o OSA management o Pain assessment o Pain management o POCD assessment o POCD management o PONV risk assessment o PONV management o Pulmonary assessment o Pulmonary management o Renal assessment o Renal management o Root Cause Analysis o PSH Analytics o Business Skills** o 	Demonstrate APPLICATION of: <ul style="list-style-type: none"> o Airway assessment o Anemia management o Anti-coagulation management o Cardiac assessment o Cardiac management o Diabetes assessment o Diabetes management o Hypertension management o Nutritional assessment o Nutritional management o OSA assessment o OSA management o Pain assessment o Pain management o POCD assessment o POCD management o PONV risk assessment o PONV management o Pulmonary assessment o Pulmonary management o Renal assessment o Renal management o Root Cause Analysis o PSH Analytics o Business Skills** o 	Demonstrate ability to ANALYZE problems and SYNTHESIZE solutions related to: <ul style="list-style-type: none"> o Airway assessment o Anemia management o Anti-coagulation management o Cardiac assessment o Cardiac management o Diabetes assessment o Diabetes management o Hypertension management o Nutritional assessment o Nutritional management o OSA assessment o OSA management o Pain assessment o Pain management o POCD assessment o POCD management o PONV risk assessment o PONV management o Pulmonary assessment o Pulmonary management o Renal assessment o Renal management o Root Cause Analysis o PSH Analytics o Business Skills** o 	Demonstrate adequate JUDGMENT of prioritization of problems related to: <ul style="list-style-type: none"> o Airway assessment o Anemia management o Anti-coagulation management o Cardiac assessment o Cardiac management o Diabetes assessment o Diabetes management o Hypertension management o Nutritional assessment o Nutritional management o OSA assessment o OSA management o Pain assessment o Pain management o POCD assessment o POCD management o PONV risk assessment o PONV management o Pulmonary assessment o Pulmonary management o Renal assessment o Renal management o Root Cause Analysis o PSH Analytics o Business Skills** o 	<ul style="list-style-type: none"> o Demonstrate the ability to create innovative solutions to problems not addressable under level 4 o Run a Root Cause Analysis program o Run a PSH Analytics program o Run a department
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Business Skills* (Billing, Collections, Financial reporting, Budgeting, Ethics, Quality Management)

Business Skills ** (Negotiation, Contracting, OR Management, Human Resourcing, Insurance, Managing Change)

SYSTEMS BASED PRACTICE

Systems-based Practice 1: Coordination of patient care within the health care system					
Systems-based Practice 2: Patient Safety and Quality Improvement					
Has not Achieved Level 1	Level 1	Level 2	Level 3	Level 4	Level 5
CONSULT SERVICE EXPERIENCE					
	<ul style="list-style-type: none"> ○ Identifies the roles of patients, families, health care providers, and systems in health care delivery and outcome ¹ ○ Identifies priorities when caring for multiple patients ○ Coordinates the care of an individual patient within the health care system effectively and safely¹ ○ Describes common causes of errors ² ○ Describes team-based actions and techniques designed to enhance patient safety ² ○ Participates in established institutional safety initiatives ² ○ Follows institutional safety policies, including reporting of problematic behaviors or processes, errors, near misses, and complications² ○ Incorporates national standards and guidelines into patient care² 	<ul style="list-style-type: none"> ○ Prioritizes multiple patient care activities with indirect supervision for routine procedures ¹ ○ Uses system resources to facilitate cost-effective and safe non-subspecialty anesthesia care ¹ ○ Uses the safety features of medical devices ² ○ Participates in team-based actions designed to enhance patient safety, (e.g., briefings, closed-loop communication) ² ○ Identifies problems in the quality of health care delivery within one's institution and brings this to the attention of supervisors ² ○ Incorporates anesthesiology-specific national standards and guidelines into patient care² 	<ul style="list-style-type: none"> ○ Prioritizes multiple patient care activities with indirect supervision for patients undergoing common subspecialty procedures ¹ ○ Uses system resources to facilitate cost-effective and safe subspecialty anesthesia care ¹ ○ Describes and participates in systems and procedures that promote patient safety ○ Identifies departmental and or institutional opportunities to improve quality of care ² ○ Participates in quality improvement activities as a member of an inter-professional team to improve patient outcomes² ○ Takes patient preferences into consideration while promoting cost-effective patient care that improves outcomes² 	<ul style="list-style-type: none"> ○ Manages multiple patient care activities with conditional independence¹ ○ Uses system resources to facilitate and optimize cost-effective and safe longitudinal peri-operative care ¹ ○ Applies advanced team techniques designed to enhance patient safety (e.g., 'assertiveness') ² ○ Participates in formal analysis (e.g., root cause analysis, failure mode effects analysis) of medical error and sentinel events with direct supervision ² ○ Identifies opportunities in the continuum of care to improve patient outcome and reduce costs² 	<ul style="list-style-type: none"> ○ Effectively coordinates the management of multiple patient care activities ¹ ○ Leads multidisciplinary teams (e.g., human factors engineers, social scientists) to address patient safety issues ² ○ Provides consultation to organizations to improve personal and patient safety² ○ Proactively participates in educational sessions prior to using new advanced medical devices for patient care ² ○ Defines and constructs process and outcome measures, and leads quality improvement projects ² ○ Effectively addresses areas in anesthesiology practice that pose potential²
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Comments:					

PRACTICE BASE LEARNING

Practiced-based Learning and Improvement 1: Incorporation of quality improvement and patient safety initiatives into personal practice

Practiced-based Learning and Improvement 2: Analysis of practice to identify areas in need of improvement

Practiced-based Learning and Improvement 3: Self-directed learning

Practiced-based Learning and Improvement 4: Education of patient, families, students, residents, and other health professionals

Has not Achieved Level 1	Level 1	Level 2	Level 3	Level 4	Level 5
CONSULT SERVICE EXPERIENCE					
	<ul style="list-style-type: none"> o Has knowledge that patient safety issues exist in medicine and that they should be prevented (e.g., drug errors, wrong site surgery) ¹ o Identifies critical incidents or potentially harmful events pertaining to one's patients, and brings them to the attention of the supervisor² o Completes assigned readings and prescribed learning activities ³ o Uses clinical opportunities to direct self-learning ³ o Develops a learning plan relevant to clinical practice³ o Discusses medical plans and responds to questions from patients and their families ³ o Acknowledges limits and seeks assistance from supervisor³ o Discusses medical plans and responds to questions from patients and their families ⁴ o Acknowledges limits and seeks assistance from supervisor ⁴ 	<ul style="list-style-type: none"> o Identifies impact of one's decisions on patient outcomes ¹ o Identifies patient safety issues within one's practice, and develops a quality improvement plan to address deficiencies with direct supervision ¹ o Identifies adverse events and near misses, and analyzes personal practice to determine the reason they occurred ² o Modifies personal practice to minimize likelihood of recurrence of adverse events related to routine anesthesia care ² o With support from faculty members, compares personal performance and outcomes to those of peers² o Uses multi-source (peer, faculty member, nurses, other) feedback to improve practice with faculty member guidance² o Reviews the literature and information relevant to specific clinical assignments³ o Periodically modifies learning plan based on analysis of multi-source feedback, quality data, examination performance, and self-reflection with program guidance³ o Explains anesthetic care to patients and their families ⁴ o Teaches basic anesthesia concepts to students and other health care professionals⁴ 	<ul style="list-style-type: none"> o Identifies patient safety issues within one's practice, and participates in quality improvement plans to address them ¹ o Identifies adverse events and near misses related to subspecialty rotations, and modifies personal practice to minimize likelihood of recurrence of adverse events related to subspecialty anesthesia care ² o Compares personal performance and patient outcomes to accepted standards and comparative data, and uses data to improve practice² o Differentiates evidence-based information from non-evidence-based resources to address specific patient management needs ³ o Incorporates experiences from subspecialty rotations to modify learning plan³ o Effectively explains subspecialty anesthetic care to patients and their families ⁴ o Teaches anesthesia concepts to students and other residents ⁴ 	<ul style="list-style-type: none"> o Carries out most steps of a quality improvement project¹ o Analyzes personal practices to determine potential risk of adverse outcomes and develops strategies to reduce likelihood of recurrence ² o Prospectively assesses clinical practices and identifies alternative approaches to clinical management to minimize likelihood of adverse events based on currently published data, and comparison of personal practice to peers and supervisors ² o Uses multi-source feedback to independently improve practice² o Incorporates evidence-based medicine practices into patient management ³ o Takes responsibility for integrating past experience, multiple learning activities, and self-reflection to direct lifelong learning independently³ o Explains anesthesia care and risk to patients and their families with conditional independence ⁴ o Teaches anesthesia concepts, including subspecialty care, to students, other residents, and other health professionals ⁴ 	<ul style="list-style-type: none"> o Routinely carries out all steps of quality improvement projects to enhance patient safety ¹ o Uses comparative benchmark data about outcomes and clinical practice patterns within the department, facility, or health system to analyze performance of self and group ² o Refines clinical practice based on evolving medical evidence ³ o Continually analyzes personal practice to focus self-directed lifelong learning³ o Serves as an expert on anesthesiology to patients, their families, and other health care professionals, (locally or nationally) ⁴ o Participates in community education about anesthesiology ⁴
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PROFESSIONALISM

Professionalism 1: Responsibility to patients, families, and society
Professionalism 2: Honesty, integrity, and ethical behavior
Professionalism 3: Commitment to institution, department, and colleagues
Professionalism 4: Receiving and giving feedback
Professionalism 5: Responsibility to maintain personal emotional, physical, and mental health

Has not Achieved Level 1	Level 1	Level 2	Level 3	Level 4	Level 5
CONSULT SERVICE EXPERIENCE					
	<ul style="list-style-type: none"> o Acts responsibly and reliably with commitment to patient care as expected for level of experience ¹ o Completes most assigned clinical tasks on time, but may occasionally require direct supervision ¹ o Recognizes a patient's right to confidentiality, privacy, and autonomy, and treats patients and their families with compassion and respect ¹ o Seeks assistance appropriate to the needs of the clinical situation while taking into consideration one's own experience and knowledge ¹ o Displays sensitivity and respect for the needs of diverse patient populations and challenges associated with limited access to health care¹ o Is truthful in all forms of communication ² o Addresses ethical issues relevant to entry-level rotations with direct supervision ² o Takes responsibility for the care they provide and seeks help appropriately² o Complies with institutional policies and regulations, including work schedule rules ³ o Accepts constructive feedback, but occasionally demonstrates resistance to feedback while providing patient care ⁴ o Demonstrates basic professional responsibilities, such as reporting for work rested and prepared, with appropriate professional attire and grooming ⁵ o Demonstrates knowledge of basic requirements related 	<ul style="list-style-type: none"> o Completes routine tasks reliably in uncomplicated circumstances with indirect supervision ¹ o Identifies issues of importance to diverse patient populations and how limited resources may impact patient care and resource allocation ¹ o Addresses ethical issues common to anesthesiology with direct supervision (e.g., Jehovah's Witnesses) ² o Acts as a reliable team member, recognizing the impact of one's own work responsibilities on the institution and on one's colleagues ³ o Volunteers to assist colleagues, when appropriate, to cover illnesses/absences in order to ensure quality patient care ³ o Completes requested evaluations (e.g., faculty member, program, peers, ACGME Resident Survey) in a timely manner³ o Provides constructive feedback in a tactful and supportive way to medical students to enhance patient care ⁴ o Accepts feedback from faculty members and incorporates suggestions into practice⁴ o Complies with requirements to assist with preservation of health and mitigation of fatigue (e.g., work hours rules) ⁵ o Demonstrates the ability to balance personal, institutional, and societal goals with professional responsibilities ⁵ o Complies with systems intended to prevent 	<ul style="list-style-type: none"> o Completes tasks reliably in complex clinical situations or unfamiliar environments, utilizing available resources, with indirect supervision ¹ o Identifies options to address issues of importance to diverse patient populations, and creates strategies to provide care when patient access or resources are limited ¹ o Addresses ethical issues in complex and challenging circumstances, including in the subspecialties of anesthesiology, with indirect supervision² o Serves as a resource and counselor to medical students regarding their professional choices and behaviors³ o Consistently seeks feedback, correlates it with self-reflection, and incorporates it into lifelong learning to enhance patient care ⁴ o Seeks out feedback from faculty members and other members of the care team⁴ o Reports concerns about the health or well-being of colleagues to a more experienced individual⁵ 	<ul style="list-style-type: none"> o Completes all work assignments reliably and supports other providers to ensure patient care is optimized; supervises and advises junior residents on time and task management with conditional independence ¹ o Develops a systematic approach to managing ethical dilemmas in clinical care settings with conditional independence² o Serves as a resource and counselor to junior residents regarding their professional choices and behaviors³ o Provides constructive feedback in a tactful and supportive way to physician and non-physician members of the patient care team to enhance patient care⁴ o Reinforces to junior colleagues the importance of compliance with systems to prevent impairment⁵ 	<ul style="list-style-type: none"> o Manages the health care team to ensure patient care is the first priority while considering the needs of team members ¹ o Completes all work assignments reliably, and independently supports other providers to ensure patient care is optimized ¹ o Demonstrates leadership in managing multiple competing tasks ¹ o Manages the health care team in a manner that is respectful of patient confidentiality, privacy, and autonomy, and ensures that patients and their families are treated with compassion and respect ¹ o Demonstrates mentorship and role modeling regarding responsibilities to diverse patient populations and optimizing patient care when resources are limited¹ o Serves as a role model and mentors others about bioethical principles; works within the team setting to develop a systematic approach to managing ethical dilemmas² o Models responsibility and accountability in one's professional choices and behaviors³ o Effectively provides feedback in challenging situations (e.g. when there is resistance, there are adverse outcomes, or an experienced practitioner is involved) ⁴ o Serves as a resource for the development of organizational policies and procedures regarding professional responsibilities ⁵ o Serves as a resource for the development of institutional policies on work-life balance ⁵

	<p>to fatigue management, sleep deprivation, and principles of physician well-being⁵</p> <ul style="list-style-type: none"> ○ Recognizes the need to balance patient, personal, institutional, and societal needs when providing health care⁵ ○ Complies with training on physician impairment⁵ ○ Identifies departmental and institutional resources available for assistance with concerns about an impaired health care provider⁵ 	<p>physician impairment, (e.g., controlled substance policies)⁵</p>			<ul style="list-style-type: none"> ○ Serves as a resource for the development of organizational policies and procedures for impaired physicians⁵ ○ Assists with or leads management of suspected impaired colleagues⁵ ○ Serves as monitor/resource for colleagues returning from treatment for impairment⁵
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Comments:									

INTERPERSONAL AND COMMUNICATION SKILLS

Interpersonal and Communications Skills 1: Communication with patients and families

Interpersonal and Communications Skills 2: Communication with other professionals

Interpersonal and Communications Skills 3: Team and leadership skills

Has not Achieved Level 1	Level 1	Level 2	Level 3	Level 4	Level 5
CONSULT SERVICE EXPERIENCE					
	<ul style="list-style-type: none"> ○ Demonstrates empathy for patients and their families ¹ ○ Communicates routine information in straight forward circumstances with indirect supervision ¹ ○ Recognizes situations where communication of information requires the assistance of another individual and asks for help ¹ ○ Identifies situations where patient and family conflicts exist and appropriately seeks assistance with resolution ¹ ○ Discloses medical errors or complications with direct supervision ¹ ○ Recognizes that institutional resources are available to assist with disclosure of medical errors¹ ○ Communicates effectively and with respect for the skills and contributions of other members of the health care team ² ○ Identifies interpersonal conflicts and ineffective communication with other members of the health care team, and participates in their resolution as appropriate to level of education ² ○ Communicates patient status to supervisors and other providers effectively, including during hand-offs and transitions of patient care ² ○ Provides legible, accurate, complete, and timely documentation in written and electronic forms ² ○ Respects patient privacy in all environments ² ○ Identifies and discloses medical errors or complications to the healthcare team ² 	<ul style="list-style-type: none"> ○ Ensures that communication of information requiring the assistance of another individual occurs in a timely and effective manner ¹ ○ Negotiates simple patient and family conflicts ¹ ○ Participates in root cause analysis for issues regarding patients for whom he or she has provided care¹ ○ Discloses medical errors or complications independently as allowed by their institution, if not allowed by their institution demonstrates the ability to disclose medical errors or complications independently, e.g. simulation patient experiences ¹ ○ Identifies institutional resources to assist in conflict resolution ² ○ Effectively communicates relevant patient issues during transitions or transfers of care ² ○ Uses the medical record to document medical decision making and facilitate patient care ² ○ Documentation is clear and concise, addressing key issues relevant to the care of the patient² 	<ul style="list-style-type: none"> ○ Communicates challenging information and addresses complex circumstances with indirect supervision ¹ ○ Consults appropriate institutional resources with indirect supervision ¹ ○ Negotiates and manages patient and family conflicts in complex situations (e.g., psychiatric issues, blood transfusions, cultural factors) with indirect supervision ¹ ○ Adapts communication to the unique circumstances, such as crisis management and subspecialty anesthesia care ² ○ Uses institutional resources to assist in conflict resolution² 	<ul style="list-style-type: none"> ○ Communicates challenging information and addresses complex circumstances with conditional independence ¹ ○ Consults appropriate institutional resources with conditional independence ¹ ○ Negotiates and manages patient and family conflicts in complex situations, including end-of-life issues, with conditional independence ¹ ○ Communicates effectively in crises and contentious situations ² ○ Participates in conflict resolution with conditional independence² 	<ul style="list-style-type: none"> ○ Consistently ensures effective communication and resolution of concerns occurs with patients and/or families ¹ ○ Independently negotiates and manages patient and family conflicts in all situations ¹ ○ Independently discloses medical errors or medical complications ¹ ○ Mentors other members of the health care team to improve communication skills ² ○ Effectively manages conflict in all situations ²
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Comments:					