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# ACGME Milestones for Medical Physicians

Understanding the Framework for Resident Competency Assessment

GRADUATE MEDICAL EDUCATION

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- No Disclosures



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# The ACGME: Setting Standards for Excellence



The Accreditation Council for Graduate Medical Education (ACGME) serves as the gold standard for accrediting medical education programs throughout the United States.

ACGME ensures residency and fellowship programs provide comprehensive training, robust support systems, and rigorous evaluation frameworks necessary to develop competent, confident physicians ready for independent practice.



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 PURPOSE

# Why ACGME Milestones Matter

## Structured Framework

Provides a clear, standardized framework to systematically evaluate resident progress across six essential core competencies

## Developmental Tracking

Tracks physician development across all training stages, from early learner to independent practitioner ready for board certification

## Quality Assurance

Ensures accountability to patients and the public that graduating physicians meet rigorous standards for safe, high - quality care

# The Six Core Competencies



Every urologist must demonstrate mastery across these fundamental domains:

01

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## Patient Care

Compassionate, appropriate, and effective care for health promotion, disease prevention, treatment, and end-of-life care

03

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## Practice - Based Learning and Improvement

Investigation and evaluation of patient care, appraisal of scientific evidence, and continuous improvement in practice

05

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## Professionalism

Commitment to professional responsibilities, adherence to ethical principles, and sensitivity to patient diversity

02

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## Medical Knowledge

Established and evolving biomedical, clinical, epidemiological, and social-behavioral sciences applied to patient care

04

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## Interpersonal and Communication Skills

Effective information exchange and collaboration with patients, families, and healthcare professionals

06

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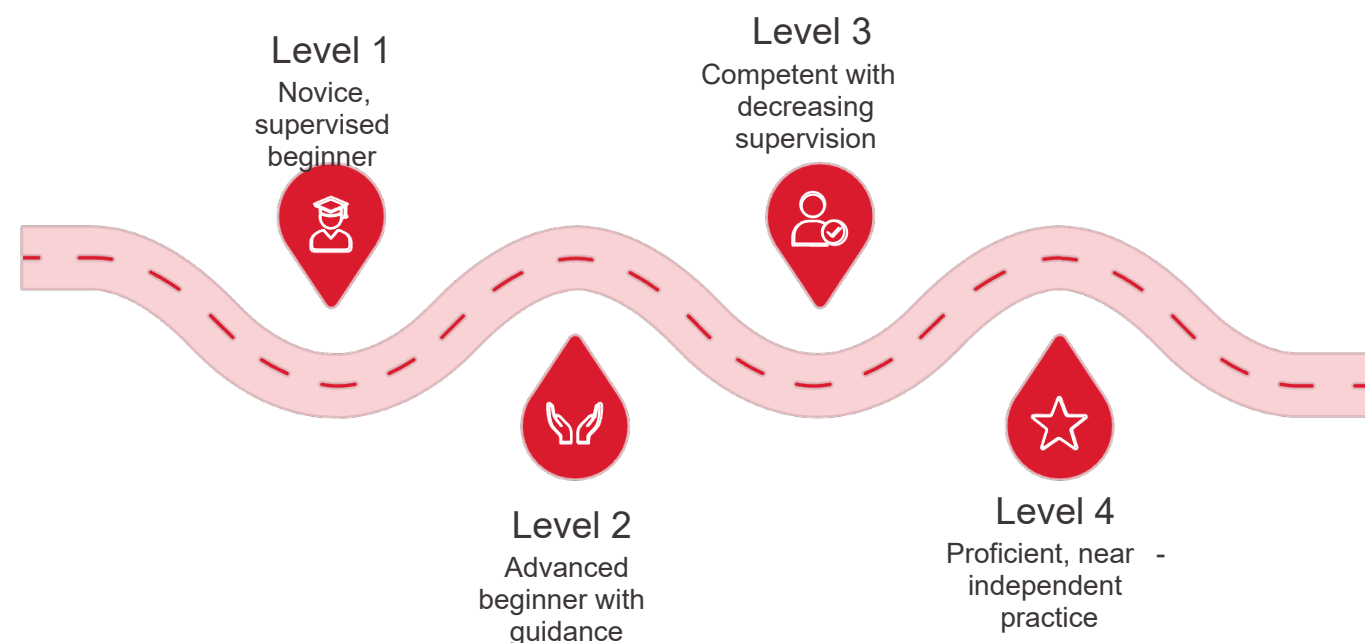
## Systems - Based Practice

Awareness of and responsiveness to the larger healthcare system context and ability to optimize care delivery



# Understanding Milestone Levels

The Milestones use a five -level developmental framework that maps resident progression from novice to expert:



Assessment occurs at regular intervals throughout residency, typically semi-annually, allowing programs to track development and provide targeted support.

- 1** Level 1: Novice  
Early learner requiring close supervision
- 2** Level 2: Advanced Beginner  
Demonstrates some independence
- 3** Level 3: Competent  
Functions independently in routine cases
- 4** Level 4: Proficient  
Manages complex cases with minimal guidance
- 5** Level 5: Expert  
Ready for independent, unsupervised practice



# Milestone Progression: Patient Care



## Level 1

Demonstrates basic patient care skills under direct supervision; gathers essential history and performs fundamental physical examinations



## Level 3

Independently manages routine urologic conditions; develops appropriate diagnostic and treatment plans for common presentations

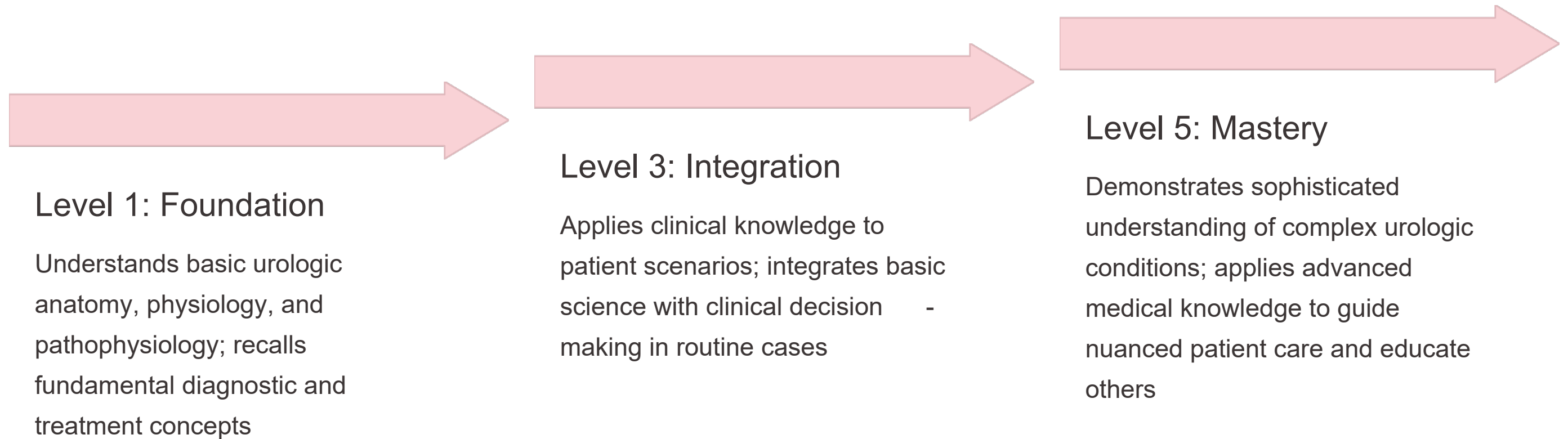


## Level 5

Provides comprehensive, compassionate, evidence-based care across the full spectrum of urologic conditions with minimal supervision



# Milestone Progression: Medical Knowledge





# Comprehensive Assessment Methods

Milestones are assessed through multiple evaluation methods to ensure accurate, holistic competency determination:



## 360 - Degree Evaluations

Input from faculty supervisors, nursing staff, peers, and patients provides comprehensive performance perspective



## Direct Observation

Faculty directly observe and assess clinical skills, surgical techniques, and patient interactions in real - world settings



## In- Service Exams

Standardized testing and objective performance metrics measure medical knowledge and clinical reasoning



## Regular Feedback

Ongoing formative feedback helps residents identify strengths, address weaknesses, and chart development goals

# Completing Milestone - Based Evaluations



## Access Milestones Document

Review the official Urology Milestones document specific to your program year and competency area



## Evaluate Each Level

For each sub - competency, carefully compare resident performance against milestone level descriptions (1-5)



## Select Appropriate Level

Choose the level that best reflects current performance.  
Remember: Level 5 represents independent practice competency



## Critical Reminder!

Level 5 is not routine . This level signifies that a resident is fully competent for independent, unsupervised practice —equivalent to that of a board -certified urologist. Most residents achieve Level 4 by graduation.



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# The Power of Narrative Comments



## Beyond Numerical Ratings

Detailed narrative comments are essential for meaningful evaluation. Don't simply select a milestone level —explain your rationale with concrete examples.

## What to Include:

- **Specific clinical scenarios** demonstrating performance
- **Observable strengths** with supporting examples
- **Areas for improvement** with actionable recommendations
- **Progress trajectory** compared to previous assessments

Rich narrative feedback helps residents understand their development and creates a roadmap for continued growth.

# Tracking Longitudinal Development

Effective evaluation requires considering the resident's journey over time:

- 1** — **Baseline Assessment**  
Establish initial competency levels early in training
- 2** — **Compare Progress**  
Review previous evaluations to assess growth trajectory
- 3** — **Identify Patterns**  
Note areas of significant progress or persistent challenges
- 4** — **Provide Support**  
Determine where additional mentoring or resources are needed
- 5** — **Document Growth**  
Create comprehensive record of competency development

# Critical Aspects of Resident Evaluation

## Clinical Knowledge

Understanding of urologic conditions, appropriate diagnostic testing strategies, evidence -based treatment options, and current literature

## Patient Care

Ability to manage patients effectively, communicate with empathy and clarity, and develop comprehensive, individualized care plans

## Professionalism

Ethical behavior, respect for patients and colleagues, accountability, cultural sensitivity, and commitment to lifelong learning

## Communication Skills

Clear, concise communication with patients, families, and interdisciplinary healthcare team members; effective documentation

## Systems - Based Practice

Understanding healthcare delivery systems, cost - effective care, quality improvement, patient safety, and care coordination

## Practice - Based Learning

Self - assessment skills, identification of learning needs, engagement with quality improvement initiatives, and critical reflection on clinical experiences





CCC

# The Clinical Competency Committee

The Clinical Competency Committee (CCC) is a faculty advisory group appointed by the Program Director to ensure rigorous, standardized competency assessment.

## Primary Functions:

- **Monitor Progress**

Systematically track resident development throughout training

- **Evaluate Performance**

Review multiple data sources to assess competency achievement

- **Provide Feedback**

Deliver constructive, actionable guidance to residents

- **Advise Program Director**

Make recommendations on promotion, remediation, and support

## Critical Responsibilities:

- **Identify Struggling Residents**

Early detection of performance concerns enables timely intervention

- **Ensure Public Accountability**

Verify graduates are prepared to provide safe, high -quality patient care

- **Standardize Assessment**

Apply consistent evaluation standards across all residents

- **Support Development**

Create individualized learning plans for each trainee



# Essential ACGME Urology Resources



## Urology Common Program Requirements

Comprehensive guidelines for program structure, curriculum, and resident evaluation

[acgme.org/specialties/urology/program-requirements-and-faqs-and-applications](https://www.acgme.org/specialties/urology/program-requirements-and-faqs-and-applications)



## Urology Milestones

Detailed competency framework and assessment tools specific to urology training

[acgme.org/globalassets/pdfs/milestones/urologymilestones.pdf](https://www.acgme.org/globalassets/pdfs/milestones/urologymilestones.pdf)



## Documents and Resources

Additional guidance documents, FAQs, evaluation tools, and program support materials

[acgme.org/specialties/urology/documents-and-resources](https://www.acgme.org/specialties/urology/documents-and-resources)



# Building Excellence Through Milestones

The ACGME Milestones framework ensures systematic, transparent, and meaningful assessment of resident competency development. By understanding and thoughtfully applying these standards, we cultivate the next generation of skilled, compassionate urologists.

**For Faculty**  
Provide clear expectations and structured feedback to guide resident growth

**For Residents**  
Understand developmental milestones and take ownership of your professional journey

**For Programs**  
Ensure accountability and demonstrate commitment to training excellence

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