

Open Surgical Management (Laparotomy) for GYN Cancers – Patient Care

Level 1	Level 2	Level 3	Level 4	Level 5
<p>The fellow demonstrates milestones expected of an incoming fellow:</p> <ul style="list-style-type: none"> Independently opens and closes the abdominal and performs minor gynecologic procedures Begins to effectively function as an assistant on complicated oncologic cases Understands the indications for surgery and alternative treatment strategies Demonstrates technical proficiency/ efficiency and proper tissue handling 	<p>The fellow is advancing and demonstrates additional milestones, but is not yet performing at mid-fellowship level:</p> <ul style="list-style-type: none"> Demonstrates proficiency with manual skills necessary for complex surgery Functions as an expert level assistant on complex open surgery Demonstrates detailed knowledge of each step of major gynecologic oncology procedures to be and is able to perform with assistance Independently performs low complexity gynecologic procedures Recognizes and develops management strategy for intraoperative complications 	<p>The fellow continues to advance and demonstrate additional milestones, consistently including the majority of milestones targeted for fellowship:</p> <ul style="list-style-type: none"> Competently performs most steps of all gynecologic oncology procedures with supervision Independently performs moderate complexity gynecologic procedures Manages surgical complications, including the appropriate use of intra-operative consultation Demonstrates good intraoperative decision making, including the ability to modify a surgical plan based on operative findings 	<p>The fellow has advanced so that they now substantially demonstrate the milestones targeted for fellowship. This level is designated as the graduation target:</p> <ul style="list-style-type: none"> Independently performs high complexity procedures Effectively supervises lower level trainees regarding low complexity procedures Collaborates and provides consultation to other members of the health care team regarding laparotomy 	<p>Aspirational</p> <ul style="list-style-type: none"> Applies innovative and complex approaches to laparotomy and implements treatment plans based on emerging evidence Works with an efficiency of flow equal to expert level surgeon Independently teaches junior trainees

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Not at expected level

Comments:

Minimally Invasive Surgical Management of GYN Cancers – Patient Care

Level 1	Level 2	Level 3	Level 4	Level 5
<p>The fellow demonstrates milestones expected of an incoming fellow:</p> <ul style="list-style-type: none"> • Able to safely position the patient, plan and execute proper port placement. • Demonstrates proper decision making for utilizing a minimally invasive approach for women with gynecologic malignancies • When available, masters laparoscopic and robotic training/ testing modules 	<p>The fellow is advancing and demonstrates additional milestones, but is not yet performing at mid-fellowship level:</p> <ul style="list-style-type: none"> • Demonstrates detailed knowledge of each step of major gynecologic oncology procedures and is able to perform with assistance • Demonstrates technical proficiency/ efficiency and proper tissue handling • Recognizes surgical complications and formulates an initial management plan, including conversion to open procedure. • Able to perform simple benign laparoscopic/ robotic procedures and begins to effectively assist on complex operations 	<p>The fellow continues to advance and demonstrate additional milestones, consistently including the majority of milestones targeted for fellowship:</p> <ul style="list-style-type: none"> • Can competently perform each step of gynecologic oncology procedures with supervision • Manages surgical complications, including the appropriate use of intra-operative consultation • Works effectively as a surgical assistant for all complex gynecologic oncology cases • Demonstrates good intraoperative decision making, including the ability to modify a surgical plan based on operative findings 	<p>The fellow has advanced so that they now substantially demonstrate the milestones targeted for fellowship. This level is designated as the graduation target:</p> <ul style="list-style-type: none"> • Effectively supervises lower level trainees regarding low complexity procedures. • Collaborates and provides consultation to other members of the health care team regarding minimally invasive surgery • Independently performs high complexity procedures 	<p>Aspirational</p> <ul style="list-style-type: none"> • Applies innovative and complex approaches to minimally invasive surgery and implements treatment plans based on emerging evidence • Works with an efficiency of flow equal to expert level surgeon • Independently teaches junior trainees

Not at expected level

Comments:

Surgical Management of Vulvar/Vaginal Disease – Patient Care

Level 1	Level 2	Level 3	Level 4	Level 5
<p>The fellow demonstrates milestones expected of an incoming fellow:</p> <ul style="list-style-type: none"> • Performs diagnostic procedures to diagnose lower genital tract disease • Independently performs simple excisional procedures 	<p>The fellow is advancing and demonstrates additional milestones, but is not yet performing at mid-fellowship level:</p> <ul style="list-style-type: none"> • Demonstrates proficiency with manual skills necessary for complex vulvar/vaginal surgery • Demonstrates detailed knowledge of each step of vulvar/vaginal procedures and is able to perform with assistance • Independently performs low complexity gynecologic procedures. • Recognizes and develops management strategy for intraoperative complications 	<p>The fellow continues to advance and demonstrate additional milestones, consistently including the majority of milestones targeted for fellowship:</p> <ul style="list-style-type: none"> • Competently performs most steps of radical vulvovaginal surgeries with supervision • Recognizes the need for alternative wound closure and make plans for alternative wound closure with flaps as indicated • Performs sentinel inguinal node removal independently • Manages surgical complications, including the appropriate use of intra-operative consultation 	<p>The fellow has advanced so that they now substantially demonstrate the milestones targeted for fellowship. This level is designated as the graduation target:</p> <ul style="list-style-type: none"> • Independently performs high complexity procedures required for vulvar and vaginal cancer and manages complications • Effectively supervises lower level trainees regarding lower complexity procedures 	<p>Aspirational</p> <ul style="list-style-type: none"> • Applies innovative approaches to complex and atypical presentations of vulvar and vaginal cancer (including recurrent disease) and implements treatment plans based on emerging evidence • Independently teaches junior trainees

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Not at expected level

Comments:

End of Life/ Palliative/ Hospice Care- Patient Care

Level 1	Level 2	Level 3	Level 4	Level 5
<p>The fellow demonstrates milestones expected of an incoming fellow:</p> <ul style="list-style-type: none"> • Takes a complete history for common symptoms including pain, nausea and constipation • Able to articulate to patient/families difference between palliative care and hospice care 	<p>The fellow is advancing and demonstrates additional milestones, but is not yet performing at mid-fellowship level:</p> <ul style="list-style-type: none"> • Takes a complete history for common symptoms including fatigue, anxiety, depression, anorexia, delirium • Distinguishes between somatic and neuropathic pain • Utilizes first-line therapy for management of common symptoms • Identifies patient eligible for palliative or hospice care 	<p>The fellow continues to advance and demonstrate additional milestones, consistently including the majority of milestones targeted for fellowship:</p> <ul style="list-style-type: none"> • Utilizes first-line therapy for management of less common symptoms • Effectively uses consultants to assist with symptom management when indicated • Accurately performs and uses opioid conversions to titrate PO & IV opioids • Distinguishes between patients eligible for inpatient vs outpatient hospice 	<p>The fellow has advanced so that they now substantially demonstrate the milestones targeted for fellowship. This level is designated as the graduation target:</p> <ul style="list-style-type: none"> • Cooperatively manages common symptoms beyond first line therapy • Appropriately modifies care plans based on patient's clinical course, additional data, patient preferences, and cost-effectiveness principles • Comfortably discusses hospice with patient/family, including basic information regarding hospice philosophy and services covered by hospice benefit 	<p>Aspirational</p> <ul style="list-style-type: none"> • Independently manages common symptoms beyond first line therapy • Incorporates emerging evidence regarding non-pain symptom management into clinical practice

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Comments:

Peri- and Post-operative Care – Patient Care

Level 1	Level 2	Level 3	Level 4	Level 5
<p>The fellow demonstrates milestones expected of an incoming fellow:</p> <ul style="list-style-type: none"> Recognizes significant medical co-morbidities pre-operatively Manages routine post-operative patients including fluid/electrolyte management and pain 	<p>The fellow is advancing and demonstrates additional milestones, but is not yet performing at mid-fellowship level:</p> <ul style="list-style-type: none"> Manages common medical co-morbidities such as diabetes, hypertension, and asthma in the post-operative setting Manages patients who had bowel resections and recognizes potential complications of such surgeries Recognizes and manage routine post-operative complications such as fevers, wound complications, ileus and bowel obstruction Recognizes and diagnoses complications after surgery (such as PE, wound infections, abscesses, MI) 	<p>The fellow continues to advance and demonstrate additional milestones, consistently including the majority of milestones targeted for fellowship:</p> <ul style="list-style-type: none"> Utilizes appropriate antibiotics for post-operative infections Appropriately utilizes consultants from other specialties to manage medical/surgical complications Identifies indications for surgical intervention post-operatively Demonstrates knowledge of pharmacology for commonly used peri-operative drugs (e.g. half-life, route metabolism and absorption) 	<p>The fellow has advanced so that they now substantially demonstrate the milestones targeted for fellowship. This level is designated as the graduation target:</p> <ul style="list-style-type: none"> Effectively co-manages with intensivists with patients in the intensive care setting Performs surgical intervention for post-operative complications 	<p>Aspirational</p> <ul style="list-style-type: none"> Incorporates emerging evidence regarding pre and post-operative management into clinical practice Independently teaches junior trainees

Not at expected level

Comments:

Diagnosis and Management of Ovarian Cancer – Medical Knowledge

Level 1	Level 2	Level 3	Level 4	Level 5
<p>The fellow demonstrates milestones expected of an incoming fellow:</p> <ul style="list-style-type: none"> • Demonstrates basic knowledge of ovarian cancer, including: <ul style="list-style-type: none"> ◇ Pathophysiology ◇ Signs and symptoms ◇ Risk factors ◇ Staging system ◇ Histologic subtypes • Performs initial evaluation for patient with new or recurrent disease 	<p>The fellow is advancing and demonstrates additional milestones, but is not yet performing at mid-fellowship level:</p> <ul style="list-style-type: none"> • Plans appropriate imaging, tests, and procedures for initial evaluation • Assigns relevant stage • Recognizes and manages comorbidities that will impact treatment decisions 	<p>The fellow continues to advance and demonstrate additional milestones, consistently including the majority of milestones targeted for fellowship:</p> <ul style="list-style-type: none"> • Understands multidisciplinary approach to treatment planning • Formulates plan of treatment including reasonable alternatives • Monitors for treatment response, disease progression and recurrence • Cites relevant literature and landmark studies guiding therapy • Discusses clinical trial options 	<p>The fellow has advanced so that they now substantially demonstrate the milestones targeted for fellowship. This level is designated as the graduation target:</p> <ul style="list-style-type: none"> • Appropriately identifies disease and anatomic abnormalities on radiographic imaging • Plans adjuvant therapy based on risk factors recognizing alternatives and controversies • Individualizes management of patients with rare tumors • Orchestrates multidisciplinary management of advanced and recurrent cancers 	<p>Aspirational</p> <ul style="list-style-type: none"> • Applies innovative approaches to complex and atypical diseases • Implements treatment plans based on new and emerging evidence • Independently teaches junior trainees
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Comments:

Diagnosis and Management of Uterine Cancer – Medical Knowledge

Level 1	Level 2	Level 3	Level 4	Level 5
<p>The fellow demonstrates milestones expected of an incoming fellow:</p> <ul style="list-style-type: none"> • Demonstrates basic knowledge of uterine cancer, including: <ul style="list-style-type: none"> ◇ Pathophysiology ◇ Signs and symptoms ◇ Risk factors ◇ Staging system ◇ Histologic subtypes • Performs initial evaluation for patient with new or recurrent disease 	<p>The fellow is advancing and demonstrates additional milestones, but is not yet performing at mid-fellowship level:</p> <ul style="list-style-type: none"> • Plans appropriate imaging, tests, and procedures for initial evaluation • Assigns relevant stage • Recognizes and manages comorbidities that will impact treatment decisions 	<p>The fellow continues to advance and demonstrate additional milestones, consistently including the majority of milestones targeted for fellowship:</p> <ul style="list-style-type: none"> • Understands multidisciplinary approach to treatment planning • Formulates plan of treatment including reasonable alternatives • Monitors for treatment response, disease progression and recurrence • Cites relevant literature and landmark studies guiding therapy • Discusses clinical trial options 	<p>The fellow has advanced so that they now substantially demonstrate the milestones targeted for fellowship. This level is designated as the graduation target:</p> <ul style="list-style-type: none"> • Appropriately identifies disease and anatomic abnormalities on radiographic imaging • Plans adjuvant therapy based on risk factors recognizing alternatives and controversies • Individualizes management of patients with rare tumors • Orchestrates multidisciplinary management of advanced and recurrent cancers 	<p>Aspirational</p> <ul style="list-style-type: none"> • Applies innovative approaches to complex and atypical diseases • Implements treatment plans based on new and emerging evidence • Independently teaches junior trainees
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Comments:

Diagnosis and Management of Cervical Cancer – Medical Knowledge

Level 1	Level 2	Level 3	Level 4	Level 5
<p>The fellow demonstrates milestones expected of an incoming fellow:</p> <ul style="list-style-type: none"> • Demonstrates basic knowledge of cervical cancer, including: <ul style="list-style-type: none"> ◇ Pathophysiology ◇ Signs and symptoms ◇ Risk factors ◇ Staging system ◇ Histologic subtypes • Performs initial evaluation for patient with new or recurrent disease 	<p>The fellow is advancing and demonstrates additional milestones, but is not yet performing at mid-fellowship level:</p> <ul style="list-style-type: none"> • Plans appropriate imaging, tests, and procedures for initial evaluation • Assigns relevant stage • Recognizes and manages comorbidities that will impact treatment decisions 	<p>The fellow continues to advance and demonstrate additional milestones, consistently including the majority of milestones targeted for fellowship:</p> <ul style="list-style-type: none"> • Understands multidisciplinary approach to treatment planning • Formulates plan of treatment including reasonable alternatives • Monitors for treatment response, disease progression and recurrence • Cites relevant literature and landmark studies guiding therapy • Discusses clinical trial options 	<p>The fellow has advanced so that they now substantially demonstrate the milestones targeted for fellowship. This level is designated as the graduation target:</p> <ul style="list-style-type: none"> • Appropriately identifies disease and anatomic abnormalities on radiographic imaging • Plans adjuvant therapy based on risk factors recognizing alternatives and controversies • Individualizes management of patients with rare tumors • Orchestrates multidisciplinary management of advanced and recurrent cancers 	<p>Aspirational</p> <ul style="list-style-type: none"> • Applies innovative approaches to complex and atypical diseases • Implements treatment plans based on new and emerging evidence • Independently teaches junior trainees
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Comments:				

Diagnosis and Management of Vulva/Vaginal cancer – Medical Knowledge

Level 1	Level 2	Level 3	Level 4	Level 5
<p>The fellow demonstrates milestones expected of an incoming fellow:</p> <ul style="list-style-type: none"> • Demonstrates basic knowledge of vulva/ vaginal cancer, including: <ul style="list-style-type: none"> ◇ Pathophysiology ◇ Signs and symptoms ◇ Risk factors ◇ Staging system ◇ Histologic subtypes • Performs initial evaluation for patient with new or recurrent disease 	<p>The fellow is advancing and demonstrates additional milestones, but is not yet performing at mid-fellowship level:</p> <ul style="list-style-type: none"> • Plans appropriate imaging, tests, and procedures for initial evaluation • Assigns relevant stage • Recognizes and manages comorbidities that will impact treatment decisions 	<p>The fellow continues to advance and demonstrate additional milestones, consistently including the majority of milestones targeted for fellowship:</p> <ul style="list-style-type: none"> • Understands multidisciplinary approach to treatment planning • Formulates plan of treatment including reasonable alternatives • Monitors for treatment response, disease progression and recurrence • Cites relevant literature and landmark studies guiding therapy • Discusses clinical trial options 	<p>The fellow has advanced so that they now substantially demonstrate the milestones targeted for fellowship. This level is designated as the graduation target:</p> <ul style="list-style-type: none"> • Appropriately identifies disease and anatomic abnormalities on radiographic imaging • Plans adjuvant therapy based on risk factors recognizing alternatives and controversies • Individualizes management of patients with rare tumors • Orchestrates multidisciplinary management of advanced and recurrent cancers 	<p>Aspirational</p> <ul style="list-style-type: none"> • Applies innovative approaches to complex and atypical diseases • Implements treatment plans based on new and emerging evidence • Independently teaches junior trainees
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Comments:				

Diagnosis and Management of GTD – Medical Knowledge

Level 1	Level 2	Level 3	Level 4	Level 5
<p>The fellow demonstrates milestones expected of an incoming fellow:</p> <ul style="list-style-type: none"> • Demonstrates basic knowledge of GTD, including: <ul style="list-style-type: none"> ◇ Pathophysiology ◇ Signs and symptoms ◇ Risk factors ◇ Staging system ◇ Histologic subtypes • Performs initial evaluation for patient with new or recurrent disease • Understands differences between complete and partial hydatidiform mole 	<p>The fellow is advancing and demonstrates additional milestones, but is not yet performing at mid-fellowship level:</p> <ul style="list-style-type: none"> • Plans appropriate imaging, tests, and procedures for initial evaluation • Assigns relevant stage and WHO score • Recognizes and manages comorbidities that will impact treatment decisions 	<p>The fellow continues to advance and demonstrate additional milestones, consistently including the majority of milestones targeted for fellowship:</p> <ul style="list-style-type: none"> • Understands multidisciplinary approach to treatment planning • Formulates plan of treatment including reasonable alternatives • Monitors for treatment response, disease progression and recurrence • Cites relevant literature and landmark studies guiding therapy • Discusses clinical trial options 	<p>The fellow has advanced so that they now substantially demonstrate the milestones targeted for fellowship. This level is designated as the graduation target:</p> <ul style="list-style-type: none"> • Appropriately identifies disease and anatomic abnormalities on radiographic imaging • Plans adjuvant therapy based on risk factors recognizing alternatives and controversies • Individualizes management of patients with rare tumors • Orchestrates multidisciplinary management of advanced and recurrent cancers 	<p>Aspirational</p> <ul style="list-style-type: none"> • Applies innovative approaches to complex and atypical diseases • Implements treatment plans based on new and emerging evidence • Independently teaches junior trainees
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Comments:				

Principles of Anti-Cancer Therapy and Radiation – Medical Knowledge

Level 1	Level 2	Level 3	Level 4	Level 5
<p>The fellow demonstrates milestones expected of an incoming fellow:</p> <ul style="list-style-type: none"> • Demonstrates basic knowledge of pharmacology (e.g half-life, route metabolism and absorption) 	<p>The fellow is advancing and demonstrates additional milestones, but is not yet performing at mid-fellowship level:</p> <ul style="list-style-type: none"> • Demonstrates basic knowledge of anti-cancer therapies and side effects, including conventional chemotherapeutics and targeted therapies • Demonstrates a knowledge of mechanisms of action of anti-cancer therapy and management of common side effects • Understands principles of radiation therapy as it applies to treatment planning • Defines organ-specific radiation dose limiting toxicities • Appropriately applies treatment response assessment methods (e.g. including RECIST criteria, biochemical testing) 	<p>The fellow continues to advance and demonstrate additional milestones, consistently including the majority of milestones targeted for fellowship:</p> <ul style="list-style-type: none"> • Demonstrates an ability to diagnose and treat hypersensitivity reactions and extravasations to anti-cancer therapies • Able to recognize and manage common acute and chronic radiation toxicities • Understands the available options and advantages for treatment planning (ie., IMRT) for radiation therapy 	<p>The fellow has advanced so that they now substantially demonstrate the milestones targeted for fellowship. This level is designated as the graduation target:</p> <ul style="list-style-type: none"> • Demonstrates a complex knowledge of anti-cancer therapy and is able to apply this to patient treatment planning • Aware of available clinical trials of anti-cancer therapies, demonstrates proficiency in patient counseling and the informed consent process • Understands principles of treatment planning (e.g. Radiation fields, dosage) 	<p>Aspirational</p> <ul style="list-style-type: none"> • Independently supervises/teaches junior trainees and support staff • Designs and functions as an investigator in clinical trials and anti-cancer therapies

Not at expected level

Comments:

Basic Science and Clinical Trials/Interpretation of Medical Literature- Medical Knowledge

Level 1	Level 2	Level 3	Level 4	Level 5
<p>The fellow demonstrates milestones expected of an incoming fellow:</p> <ul style="list-style-type: none"> • Reads and assesses strength of evidence in current literature and integrates it into own practice • Understands goals of different phase clinical trials 	<p>The fellow is advancing and demonstrates additional milestones, but is not yet performing at mid-fellowship level:</p> <ul style="list-style-type: none"> • Demonstrates basic understanding of tumor biology including mechanisms of carcinogenesis, genetic alterations in cancer, tumor immunology, and principles of tumor invasion, metastasis • Applies evidence-based literature or guidelines to patient care • Can define appropriate clinical trial endpoints (i.e. response rate, PFS, survival) • Understands appropriate design of a clinical trial, including power calculation, eligibility criteria, strategies to avoid of bias and confounding variables • Describes study designs (e.g. RCT, cohort, case-control, and cross-sectional) and distinguishes between association and causation 	<p>The fellow continues to advance and demonstrate additional milestones, consistently including the majority of milestones targeted for fellowship:</p> <ul style="list-style-type: none"> • Critically reviews and interprets the literature with insight. • Effectively critiques study aims, hypotheses, design, statistical analyses, and identifies potential biases and weaknesses • Understands measures of diagnostic testing (sensitivity/specificity/ positive and negative predictive value) 	<p>The fellow has advanced so that they now substantially demonstrate the milestones targeted for fellowship. This level is designated as the graduation target:</p> <ul style="list-style-type: none"> • Is able to cite appropriate literature for patient care decisions • Successfully defends thesis for fellowship 	<p>Aspirational</p> <ul style="list-style-type: none"> • Designs and functions as an independent investigator in clinical trials • Authors integrative review articles on focused topics in the gynecologic oncology literature

Not at expected level

Comments:

Genetics and Molecular Testing in Gyn Onc – Medical Knowledge

Level 1	Level 2	Level 3	Level 4	Level 5
<p>The fellow demonstrates milestones expected of an incoming fellow:</p> <ul style="list-style-type: none"> Recognizes genetic syndromes associated with gynecologic malignancies 	<p>The fellow is advancing and demonstrates additional milestones, but is not yet performing at mid-fellowship level:</p> <ul style="list-style-type: none"> Able to obtain and interpret a pedigree to identify at risk families Outlines appropriate surveillance strategies for high-risk women Describes common molecular pathways relevant to gynecologic cancers 	<p>The fellow continues to advance and demonstrate additional milestones, consistently including the majority of milestones targeted for fellowship:</p> <ul style="list-style-type: none"> Describes relevant testing to identify gynecologic cancer syndromes Demonstrates knowledge of risk based on pedigree and genetic testing and incorporates into clinical recommendations Follows guidelines (e.g. NCCN, SGO, ASCO) for genetic testing for patients with gynecologic malignancies 	<p>The fellow has advanced so that they now substantially demonstrate the milestones targeted for fellowship. This level is designated as the graduation target:</p> <ul style="list-style-type: none"> Incorporates molecular and genetic testing into treatment planning Understands relationship between molecular mutations and targeted therapies 	<p>Aspirational</p> <ul style="list-style-type: none"> Independently teaches junior trainees

Not at expected level

Comments:

Communication with Patients and Families – Communication

Level 1	Level 2	Level 3	Level 4	Level 5
<p>The fellow demonstrates milestones expected of an incoming fellow:</p> <ul style="list-style-type: none"> • Demonstrates adequate skills of listening without interrupting, ensuring that his or her message is understood and allowing opportunity for questions • Communicates effectively in routine clinical situations • Consistently checks for patient understanding and invites questions • Demonstrates sensitivity to patients' cultures 	<p>The fellow is advancing and demonstrates additional milestones, but is not yet performing at mid-fellowship level:</p> <ul style="list-style-type: none"> • Engages patients in shared decision making in uncomplicated conversations • Explains condition-specific information related to risks, benefits, and treatment options • Able to deliver bad news to the patient and family regarding disease course and severity 	<p>The fellow continues to advance and demonstrate additional milestones, consistently including the majority of milestones targeted for fellowship:</p> <ul style="list-style-type: none"> • Delivers bad news to the patient and family using a structured methodology (e.g. SPIKES) • Provides patient centered counseling in cases of acute and terminal illness • Communicates effectively with patients and families across a broad range of socio-economic cultural backgrounds 	<p>The fellow has advanced so that they now substantially demonstrate the milestones targeted for fellowship. This level is designated as the graduation target:</p> <ul style="list-style-type: none"> • Communicates effectively goals of care and poor prognosis, including DNR orders and hospice referrals with patients and families in difficult clinical scenarios. • Communicates effectively with patients and families regarding a medical error that caused harm 	<p>Aspirational</p> <ul style="list-style-type: none"> • Demonstrates highly proficient counseling behaviors that are personalized and participatory, allowing recommendations of the anticipated benefits and possible risks and complications • Role models effective communication to residents and junior fellows
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Not at expected level

Comments:

General Professionalism, Ethics, Accountability - Professionalism

Level 1	Level 2	Level 3	Level 4	Level 5
<p>The fellow demonstrates milestones expected of an incoming fellow:</p> <ul style="list-style-type: none"> • Takes responsibility for one's own actions • Promptly responds to communications regarding patient care and completes documentation timely and accurately • Demonstrates integrity, respect, honesty, and compassion towards patients and families, the healthcare team and peers 	<p>The fellow is advancing and demonstrates additional milestones, but is not yet performing at mid-fellowship level:</p> <ul style="list-style-type: none"> • Shows kindness and empathy towards patients and their families • Responds to criticism and understands the importance of compliance and improvement • Demonstrates self-direct learning • Demonstrates awareness and sensitivity to diverse cultural needs 	<p>The fellow continues to advance and demonstrate additional milestones, consistently including the majority of milestones targeted for fellowship:</p> <ul style="list-style-type: none"> • Puts the needs of patients above other issues • Admits mistakes openly 	<p>The fellow has advanced so that they now substantially demonstrate the milestones targeted for fellowship. This level is designated as the graduation target:</p> <ul style="list-style-type: none"> • Works hard to create a team environment and helps others in resolving conflicts within the team • Demonstrates commitment to self-improvement 	<p>Aspirational</p> <ul style="list-style-type: none"> • Mentors others to obtain the same level of professionalism • Demonstrates knowledge of local, regional and national regulations for billing and coding

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Not at expected level

Comments: